



THE TIMES
1785-1985

Tomorrow

One man's war
James Fenton
remembers the
fall of Saigon

Moreau, no less
Star of the BBC's
New Sartre production,
Jeanne Moreau

Colour bar
How yellow oilseed
rape may disappear
from our fields
Managing cricket
Simon Barnes on
the new managers
of county clubs

Portfolio

Today's Times Portfolio prize
moves to £20,000, because no
one won yesterday or the day
before. Portfolio list page 24
how to play, Information
Service, back page.
On Saturday the weekly prize
will be £40,000 - double the
usual sum, because there was
no weekly prizewinner last
week. In addition there will be
the daily £2,000, making a total
of £42,000.

Israelis pull back in Lebanon

Israel completed its second-
phase withdrawal from south-
east Lebanon yesterday, but
reports that Israeli troops were
ready to quit the Tyre area were
contradicted by Mr Yitzhak
Rabin, the Defence Minister,
who said no more redeployment
was planned in the near future.

Sterling index in record fall

Hopes of a cut in base rates
faded as the pound plunged
against all currencies and the
sterling index fell 1.5 points, its
biggest ever one-day drop.

Mother's regret

Princess Michael of Kent's
mother said that she regretted
having kept her first husband's
Nazis past secret from their
daughter.

Liverpool win

Liverpool reached their fifth
European Cup final in eight
years when they beat Panathina-
ikos of Greece, 1-0, winning
5-0 on aggregate. They will play
Juventus of Italy in the final.

The Times

Sales of *The Times* have risen
by 32 per cent, an increase of
120,277 copies, since March last
year. Between last October and
March this year sales rose by 8.4
per cent to 496,283, the biggest
percentage gain among national
daily papers, according to the
most recent figures issued by
the Audit Bureau of Circulation.

	March 1985	October 1984
The Times	496,283	457,800
Daily Telegraph	1,200,177	1,233,331
Financial Times	181,154	169,563
(UK sales)		
The Guardian	500,552	488,135

SPECIAL REPORT

Tourists are bringing more and
more prosperity into Britain.
Today a four-page Special
Report looks at Surrey Univer-
sity's world-famous department
for students of tourism and
hotel industries.

Leader page 13
Letters: On London housing,
from Dr R. Dennis; police
caution, from Mr J. Ford
Leading articles: Nicaragua;
Radio Free Europe; Inner cities
Features, pages 8, 12
Loans that bounced in the
wrong direction; the libraries'
computer dilemma; Ronald
Butt dismisses the Charter for
Jobs; a profile of the Aga Khan
Books, pages 10 and 11
James Fenton reviews *The
Oxford Companion to English
Literature*; Gay Firth on fiction;
Fiona MacCarthy on George
Eliot; Robert Nye reviews new
poetry
Obituary, page 14
Mr Sam Ervin, Mr Patrick
Wilkinson

Home News	2-4	Law Report	25
Overseas	5-7	Parliament	14
Arts	10	Sport	14
Books	10-11	TV & Radio	31
Business	19-25	Theatre & Film	31
Crosswords	8, 32	Weather	32
Diary	12	Wills	34

Kinnock condemns Militant-backed school strike call

By Anthony Bevis, Political Correspondent

The Prime Minister, Mr Neil
Kinnock, the TUC general
council and a majority of
Labour's national executive
united in condemnation yester-
day of today's planned school
students' strike against Youth
Training Scheme "conscript-
tion."

But the Labour leadership's
attempt to distance itself from
the Militant-backed action was
blunted, Mr Michael Meacher,
a shadow cabinet member, joined
with Mr Tony Benn, Mr Eric
Heffer and Mr Dennis Skinner
in defence of the half-day strike,
which affects 48 towns and
cities.

Mr Kinnock said in a
statement to yesterday's
national executive meeting
"that the kids are being
exploited by a bunch of
daffies." He said it was
irresponsible and Mr Roy
Hattersley, Labour deputy leader,
said it was squalid. They
both used the word cynical to
describe the manipulation of
school children for political
purposes.

The Prime Minister agreed,
Mr Margaret Thatcher, Com-
mons reply to Mr David Alton,
Liberal MP for Liverpool.
Mossley Hill who has been
campaigning against the strike,
said: "I totally deplore and
condemn this thoroughly mis-
chievous attempt by left wing
groups in Liverpool to hide
behind children in expressing
any concerns they may feel
about the Youth Training
Scheme."

But Mr Benn told the NEC
that the party had to be
identified with the strike. It was
not enough to encourage school-
children to listen to Billy Bragg
protest songs.

Mr Benn joined with Mr
Meacher and the hard core of
left-wingers to vote against an
emergency resolution from Mr
Tom Sawyer, of the National
Union of Public Employees,
condemning the school strike
and calling for a Labour inquiry
into its sponsors, the Youth
Trade Union Rights Com-
mittee, "clarifying its role
within and relationship to the
Labour Party."

The Young Socialists and
Militant Tendency support the
committee and Mr Kinnock
and his colleagues fear a
damaging public reaction to the
Labour Party.

Labour's two Militant MPs,
Mr Terry Fields, of Liverpool,
Broadgreen, and Mr Dave
Nellist, of Coventry South East,
have been leading the strike
campaign the YTURC said last
night that they had contributed
£40 a month each to the group
since 1983.

Mr Tony Cocks said that the
group had not called the strike.
It had been called by the School
Students' Action Committee,
but had given support.

Mr Nellist is due to hold a
Commons press conference
this morning.

During the national executive
debate, Mr Kinnock said: "The
people who say that they can

help youngsters and their
terrible problems with strikes
are more interested in their own
delusions than in the kids'
realities."

He also replied directly to Mr
Heffer, who had said that if
Labour did not harness the
unrest of youth, then the
National Front might step into
the fight. Mr Kinnock said that
the young were not "fascist
fodder" and were swinging to
Labour faster than any other
section in the community.

He spoke of the public
rejection of school protest and
Mr Hattersley gave a warning
that it was not only wrong but
would rebound against Labour.
That feeling was widespread
among mainstream Labour
MPs in the Commons last night
who said that the party has a
phenomenal ability to shoot
itself in the foot whenever it
begins to move up in the
opinion polls.

Yesterday's action by the
Commons leadership and
executive a clear attempt at
advance damage limitation.

A statement issued after
yesterday's TUC general coun-
cil meeting condemned the
strike as "quite improper and
intended to exploit young
people for political purposes"
(David Felton writes).

The Youth Trade Union
Rights Group, an offshoot of
the Labour Party Young Social-
ists, had nothing to do with
trade unions. Mr Norman
Willis, general secretary, said.
Parliament, page 4

Russians to free US woman held on trawler

From Mohsin Ali
Washington

The Soviet Union has agreed
to release an American fisher-
ies observer aboard the
Japanese fishing boat *Fukoko
Maru* that it seized this week,
the State Department an-
nounced last night.

The spokesman said that the
release of the observer, Becky
Kruppenbach, could take place
in about 24 hours.

They said that a US
coastguard cutter was now
proceeding to the rendezvous to
make the transfer.

Becky Kruppenbach is an
official of the Commerce
Department's national marine
fisheries service.

The spokesman said that the
Soviet Union had not yet
specified why it had seized the
Fukoko Maru. It may have
been in retaliation for Japan's
seizure of a Soviet fishing boat
on April 18, the spokesman
observed. Apparently the
Soviet fishing boat was still
being held.

The Japanese vessel was
being taken to a Soviet port.

The 349-ton *Fukoko Maru*,
with a crew of 22 and the
observer was operating in
waters about 180 nautical miles
west of St Matthew Island,
within the US 200-mile exclu-
sive economic zone, according to
a State Department spokes-
man.

Manufacturing decline deplored Big business attack on Tory economics

By Barrie Clement, Labour Reporter

Two of Britain's leading
industrialists, Mr John Harvey-
Jones, chairman of ICI, and
Lord Weinstock, managing
director of GEC, yesterday
joined forces to produce one of
the most critical attacks from
big business on central elements
of the Government's economic
and industrial strategy, and
philosophy, since the last
election.

Their twin assault on
Government attitudes and
action, which will be seized
upon by Opposition leaders to
the embarrassment of Mrs
Thatcher and senior ministers,
centred on the decline of
Britain's manufacturing indus-
try, but ranged from the effect
of cuts in education spending
and overseas aid to higher-
than-inflation increases in rates
and taxes.

The two captains of industry,
who were appearing before a
House of Lords select com-
mittee, also attacked the volat-
ility of the exchange rate, ill-
advised and thoughtless legis-
lation, and individually implied
that Britain's industrial strategy
was subordinate to political
considerations.

In one of the most stinging
rebuttals, Lord Weinstock rid-
dled Government suggestions
that the service industries
would fill the gap left by the
decline in manufacturing indus-
try.

"What will the service indus-
tries be servicing when there is

no hardware, when no wealth is
being produced?" he said. "We
will be come a little curiosity. I
don't believe that is what
Britain is about. It is absolute
 rubbish."

Naming towns like Wigan, in
Lancashire, and Smethwick in
the West Midlands, no tourist
attraction, he queried how
people would exist if there was
no manufacturing industry. The
services argument "simply
won't do".

Looking back over the past
15 years, Lord Weinstock told
fellow peers that the standard of
management in industry had
tended to improve, while "the
standard of management in
government has not".

Earlier, Mr Harvey-Jones,
head of the world's fifth largest
chemical firm, had said that the
decline in British manufactur-
ing industry and the consequent
diminishing demands had

Continued on back page, col 5

Continued on back page, col 5

Joseph backing on maths

Proposals for wide changes
in maths education were wel-
comed yesterday by Sir Keith
Joseph, Secretary of State for
Education.

And in a Commons written
reply, he disclosed plans to
implement changes in schools
on the lines recommended by
the Cockcroft committee, which
will mean appointing 350
maths advisers and teachers.

Commenting on the dis-
cussion paper by school inspec-
tors, *Mathematics from five to
16* Sir Keith said: "We
commend it for the consid-
eration of all those concerned
with the development of chil-
dren's competence.

Calculators "essential" Page 3

Livingstone uses poll to pep up fight

By Hugh Clayton

A familiar London landmark
changed abruptly yesterday
when the Greater London
Council published results of a
four-month-old £90,000 opin-
ion poll about its future. Until
yesterday the large sign facing
the Houses of Parliament from
the top of the council's
headquarters said: "74 per cent
of Londoners oppose aboli-
tion."

Now it says: "77 per cent of
Londoners want an inquiry." The
74 per cent figure was
based on a Harris poll pub-
lished six months ago. Before
Christmas the Labour-led
council commissioned

Harris to undertake a "mega-
poll" of more than 20,000
people across London.

That poll, published for the
first time yesterday, showed
that the number of people
opposed to the Government's
plan to abolish the council next
year had dropped to 61 per
cent. A Harris poll of 1,607
people taken a fortnight ago
produced a 63 per cent figure.

Mr Ken Livingstone, the
GLC's Labour leader, said
yesterday that the polls should
terrify Conservative politicians
throughout the capital. A
section of the "mega-poll"
about voting intentions showed
that Labour would win in the
Prime Minister's Fitchley

constituency if a general
election were held immediately.

The poll also suggested that
Labour would capture many
Conservative-led borough
councils in elections due next
year. "How many Red Teds
and Red Keos are waiting to
bubble to the surface?" Mr
Livingstone asked.

Mr Tony Wilson, the coun-
cil's director of publicity, said
the "mega-poll" results would
have been published months
ago but for sampling delays
caused by the Christmas
holiday and court cases over
council spending.

Mr Livingstone said the poll



Sightseeing: The Princess of Wales in
Florence yesterday. Impromptu kiss, page 6

Whitehall pay deters graduates

By David Walker
Social Policy Correspondent

In an outspoken report
yesterday on the failure of
Whitehall to recruit enough
bright university graduates, the
Civil Service Commissioners
said that the difficulty was
inadequate pay.

Referring to the controversial
appointment of the chairman of
an armaments company to a
top job in the Ministry of
Defence, the commissioners
also said that it was "essential
that the principles of open
competition and of selection on
merit should govern such
appointments".

Although the five com-
missioners, who owe their
existence to mid-twentieth-
century scandals over patronage
in the Civil Service, are
notoriously answerable to the
Crown, not to politicians, they
are generally very circumspect
about government policy. But
in this year's annual report they
are directly critical.

It was widely rumoured that
the First Civil Service Com-
missioner, Mr Dennis Trevel-
yan, considered resigning when
ministers insisted on appointing
Mr Peter Levene, chairman of
United Scientific Holdings, a
weapons manufacturing com-
pany, to the rank of permanent
secretary at the Ministry of
Defence.

According to the com-
missioners, who organize exam-
inations for recruits to the Civil
Service, the pay scale has had
to be lowered for some grades to
ensure that enough people were
available. For administration
trainees there were fewer gradu-
ates appointed who had re-
ceived the "very good" mark.

Research showed that some
of the best candidates rejected
officers of Civil Service jobs
because other employers offered
considerably more money.

In 1983 6,400 graduates
applied to become Inspectors of
Taxes; this fell to 3,400 last
year.

The Government fell notably
short of economic advisers
because 25 vacancies attracted
only 103 applications, from
which 15 suitable candidates
were appointed.

China buys 10 airliners from BAe

By Edward Townsend

China is to buy 10 British Aerospace 146
airliners - the Anglo-American-Swedish "whis-
pering jet" in a £120 million deal announced
yesterday.

The contract, the biggest aircraft deal between
Britain and China since the Chinese bought 35
Tridents in the 1970s, was made public at a
special flying display organized by BAe as a
precursor to the sale of the Government's 48 per
cent stake in the company.

More than 260 City of London stockbrokers
and investors were invited to BAe's aerodrome
at Dunsfold in Surrey to view the company's
latest products. Sir Austin Pearce, chairman of
BAe's said the prospectus and sale price would
be published at the end of next week and share
applications would have to be lodged by May 6.
The Government is hoping to raise £600m from
the sale.

The China deal is an important coup for BAe
and comes after the Government's recent trade
mission to China, led by Lord Young, the
Minister without Portfolio and Mrs Thatcher's
"minister for jobs", who said: "It shows that
when British goods are of the right quality and
price there will be many willing buyers, not least
in China, all helping to sustain and create
employment in the UK."

The 146-100 airliner was taken on a two-week
demonstration tour of China last year when the
86-seat aircraft visited 13 cities and demon-
strated to the Chinese its abilities to service
small airfields. The sales mission was backed by
discussions during Lord Young's visit on sales of
Harrier jump jets, Hawk jet trainers and
missiles.

Last week it was announced that three Airbus
A310 aircraft are to be bought by China. BAe has
a 20 per cent stake in Airbus Industrie.

The 146 sale has been confirmed by the
signing of a memorandum of understanding
between BAe and the China Aviation Supplies
Corporation (CASC). Delivery of the first
aircraft is scheduled for June next year.

Britain's aerospace association with China
began in 1961 with the sale of Viscount airliners.

The 146 is about 50 per cent British, with
BAe's risk-sharing partners, Avco Lycoming of
the United States (engines, wings, furnishings
and avionics) and Saab of Sweden (tailplane)
providing the remainder of the components.

The Chinese order will provide further job
protection at BAe's plants at Filton in Bristol,
Manchester, Brough, Humberside, Chester,
Humbleton, Southampton, Weybridge in
Surrey and Farnborough in Scotland.

Yesterday's air display included the first
public demonstration of the BAe Skyhook, an
elaborate crane which swings from the side of a
ship above 3,000 tons to grip a hovering BAe Sea
Harrier jump jet for refuelling or rearmament.

China has also placed an order worth about £5
million for mainframe and minicomputers from
Groupe Bull, the Paris-based associate of
Honeywell, the American computer manu-
facturer.

BAe prospects next week, page 19
Skyhook demonstration, back page

Reagan may try again on Nicaragua

By Our Foreign Staff

Despite the swinging defeat
in the House of Representatives
for President Reagan's plan to
give \$14 million aid to
Nicaraguan rebels, the White
House is persisting in its efforts
to push through a compromise
proposal.

A White House spokesman
said yesterday: "A win is still
within reach" for an alternative
scheme of "non-lethal" assist-
ance.

But the leader of the Senate
Republican majority, Senator
Robert Dole, said the \$14
million plan was "dead" after
its 68-vote rejection by the
lower house.

He said action on any
alternative would be delayed by
at least a week by the battle over
the Administration's 1986
budget proposals.

Reagan's worst defeat, page 7
Leading article, page 13

'Politics' stop Royal ceremony

By Alan Hamilton

Princess Anne, who is
Chancellor of London Univer-
sity, has withdrawn from a
planned presentation ceremony
on May 2 after being advised
by the ministry that it could be
politically embarrassing for
her.

The Princess had originally
agreed to attend the university
students' union to present
honorary life memberships of
the union to a group of
graduates, and to Mr Ken
Livingstone, Labour leader of
the Greater London Council,
and Mrs Winnie Mandela, wife

of the imprisoned South Afri-
can black rights leader, Nelson
Mandela.

But the university authorities
have warned her of the possible
political interpretation that
might be given to some of the
awards, and she has acceded to
their advice not to attend.

Buckingham Palace said
yesterday that the decision had
been made entirely on the
advice of the university, and
was not a personal choice, by
the Princess herself.

A spokesman for London
University said yesterday:

"The matter has been dis-
cussed between the university
and the Princess's private
secretary, and the Princess has
been advised not to attend.
There is a strict convention
concerning the involvement of
the Royal Family in any event
that could be regarded as
having political implications."

The spokesman said that
any other senior official of the
university, such as the Vice-
Chancellor, Professor Sir
Randolph Quirk, who was

Continued on back page, col 6

Union chiefs call for vote delays

By David Felton
Labour Correspondent

Union leaders still to decide
the timing of their ballots on
maintenance of political funds,
which are crucial to the
financial health of the Labour
Party, are pressing for delay to
lessen the impact of the
transport workers' election
controversy.

A meeting yesterday of the
Transport and General
Workers' Union meets in
emergency session this morn-
ing to hear an appeal from Mr
Ron Todd, victor in last year's
leadership election, that there
should be a fresh ballot to
remove the uncertainty caused
by allegations of irregularities.

The 35-strong TGWU execu-
tive will have a full report on
the 20 complaints of irregu-
larities during the election,
which saw Mr Todd defeat Mr
George Wright, the Welsh
regional secretary, by the
comparatively narrow margin
of 45,000 votes.

Members will have an
interim report on alleged ballot
rigging in region one, the
union's largest based in London
and the Home Counties, which
has been drawn up by Mr John
John Garnett, director of the
Independent Industrial Society.

That report was described
yesterday by unofficial sources
as "no whitewash" and Mr
Moss Evans, the outgoing
TGWU general secretary, will
also report.

Tax on art

Lord Gowrie, Minister for
the Arts, has been told by the
Treasury that it will reconsider
the £2 million limit on the
acceptance of works of art and
historic buildings in lieu of tax
liability.

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Earnings related pensions at risk in Cabinet review of welfare state

By Nicholas Timmins, Social Services Correspondent

The Cabinet meets today to decide on the future shape of the welfare state.

Key decisions will be whether to scrap the State Earnings Related Pension Scheme, on which 11 million workers rely for a higher pension in old age, and whether to move towards a "safety net" system for those in greatest need, in which fewer benefits will be paid as of right, and more will be means-tested.

If agreement is reached, the proposals are expected to be published next month in a "White Paper with green edges".

A social security Bill would then be introduced in November and is likely to propose further big cuts in housing benefit, aim to abolish the State Earnings Related Pension Scheme (SERPS) from April 1978, introduce a new "family credit" or "family premium" for low-paid workers and the unemployed with families, and simplify supplementary payments, while abolishing most single payments and extra allowances.

Treasury hopes that the social security reviews launched a year ago by Mr Norman Fowler, Secretary of State for Social Services, would yield savings of between £2 billion and £4 billion, but it is unlikely to be fulfilled. Savings of up to £1 billion are possible in the short term, however.

Among the key proposals which are believed to have emerged are:

Pensions: Ending the State Earnings Related Pension

Scheme which by 1998 would provide those on average earnings with a pension about half that level, and roughly double that provided by the basic state pension. Those now in the scheme would have their rights protected, but after that employees would have to enter occupational schemes or private pension arrangements, with legislation to allow personal portable pensions to be included in the package.

Housing Benefits: Cuts totalling perhaps £750 million. These would come from paying housing benefit at a lower point in the income scale to those in work and many pensioners, and including the rate at which benefit is withdrawn as income rises. Those on supplementary benefit, whose housing costs are not met in full, may be expected to meet part of their rate bill, and even some of their rent.

Supplementary Benefit: The abolition of weekly one-off

SOCIAL SECURITY SPENDING 1984/85		
	£m	% of budget
Elderly people	18,900	48
Disabled	4,500	12
Short-term sick	350	1
Unemployed	6,400	16
Widows and orphans	1,100	3
Family support	6,300	16
Administration	1,800	4
Total	39,350	100

Main programme in 1985 with benefit: Pensioners £13,500 to £13,500; Disabled £1,500 to £1,500; Short-term sick £1,500 to £1,500; Unemployed £1,500 to £1,500; Widows and orphans £1,500 to £1,500; Family support £1,500 to £1,500; Administration £1,500 to £1,500.

payments for items such as furniture, cookers and linen. Weekly additions for heating, diet, laundry and baths would go. The long and short-term rate would be replaced by four differing rates, paid to pensioners, long-term sick and disabled, one-parent families, and the unemployed. Changes to the help given for mortgage interest to those who become unemployed has also been studied by the Department of Health.

Child Benefit and Family Income Supplement: Proposals to tax, or directly means-test, child benefit appear to have been dropped. But the £6.85 benefit may not be uprated to the expected £7.25 this autumn.

Family Income Supplement, at present worth up to £23 a week and paid for a year, will be abolished, but a new "family credit" through the PAYE system for those in low-paid work, is likely to encourage people to take low-paid work rather than rely on benefits. For the unemployed, a "family premium" may be paid based on the number of children, providing slightly more benefit for children than in the present system.

The £30 death grant is likely to be abolished, with exceptions for the poor, and the £25 maternity grant ended, except for the poorest. The maternity allowance of £27.25 a week would be means-tested.

In addition, the right of those aged 16 and 17 to supplementary benefit is likely to be lost, to encourage them to stay in education, or take a training place.



Musical family: The gifted husband and wife duo of Japanese soprano Mitsuko Shirai and German pianist Hartmut Hall will give a recital at the Wigmore Hall, London, tonight of songs by Haydn, Schumann, Berg and Schoenberg. (Photograph: Barry Beattie).

TUC chiefs urge speedy NUM fund

By David Felton

Labour Correspondent

TUC leaders yesterday urged a decision to exercise caution in setting up a trust fund for the National Union of Mineworkers and called on Congress House to speed up the setting up of up to £25,000 a week to the union.

The TUC general council was told there was conflicting legal advice about establishing a fund to ensure the NUM stays in business while under the control of the receiver. An 18-17 vote yesterday urged Mr Norman Willis, the TUC general secretary, to find ways to overcome the legal problems of giving the NUM the money while ensuring this does not fall into the receiver's hands.

Also yesterday, leaders of the pit deputies' union Nacods requested an urgent meeting with the Prime Minister, seeking to have all pit closures put through the modified review procedure agreed between the National Coal Board and Nacods last October.

Nacods leaders are to visit the arbitration service Acas tomorrow to seek ways to implement the review procedure agreed.

The two chief officials of the NUM's dissident Nottinghamshire area, Mr Roy Link and Mr David Prendergast, have been called to a disciplinary hearing to answer allegations that they acted against the interest of the union and broke its rules. An injunction banning the Yorkshire area NUM from spending money on mass pickets was lifted by the High Court yesterday.

BBC libel action earnings

Suitable cases for envy

By Peter Evans, Home Affairs Correspondent

The £100,000 expected to go to each of the two QC's representing the BBC in the libel action over a Harley Street slimming expert would be the envy of barristers dealing in big criminal actions, who earn nothing like as much under this legal aid.

There are barristers said to be earning well over £100,000 a year, but they tend to be involved in international commerce, giving advice to multi-nationals, or in the tax field, where the cost of a wrong judgement can be expensive.

Top solicitors doing similar work are said to be able to make comparable amounts, and in both branches of the profession top payments contrast with the bread and butter work of the less well-off.

An informed guess yesterday from someone in a good position to know put the average earnings for a solicitor in a professional practice in the suburbs or provinces at £20,000 or £25,000 a year.

An average middle-ranking barrister dealing in criminal

cases might get £25,000 gross, according to someone in chambers yesterday who knows the field, but 40 per cent, he said, would go in overheads. The earning period during the year is reckoned to be 42 weeks.

But criminal work is on the whole reckoned to be poorly paid compared with many of the less glamorous parts of the profession: chancery and specialist practitioners, for example.

Fees in a court case not involving legal aid are negotiated between the solicitor and the barrister's clerk, so a client ought in theory to know what the charge will be. What cannot be estimated as was shown in the BBC case, is how long the hearing will last, or in a civil case who in the end will have to pay.

A solicitor's client who claims that fees for non-court work are excessive may apply to the Law Society for a certificate stating what sum would be "fair and reasonable" for the work done.

How much counsel's opinion is likely to cost is more difficult to assess.

There is a disputes procedure between the Law Society and the Senate of the Inns of Court and the Bar, when a barrister and solicitor are appointed to arbitrate.

Mr Niall Morison, deputy secretary of the Senate of the Inns of Court and the Bar, told me there was unrest among barristers of the criminal bar over criminal legal aid rates. They had been offered less than Civil Servants - 4 per cent across the board. If inflation was 5 per cent or 6 per cent they were already falling behind. Yet they had also to pay expenses. So their net increase would be just over 3 per cent.

Barristers' brief fees for jury trials are now £360 for junior counsel in the Crown Court (£35 last year); and for guilty pleas £125 (£120). A brief covers the preparation of a case for trial and the first day in court. The brief fees are the maxima per case; actual fees are on average half, or less, of those sums. The standard, refresher fee, for an extra day in court, is now £90 (£85).

The maximum refresher fee is now £127, compared with £120 last year.

Under the new scales, solicitors will get an hourly preparation rate in magistrates' court cases of £27 (£26) and £33 (£32) for advocacy. Crown court rates for preparation are for a senior solicitor £31, junior solicitor £27 and solicitor clerk £18.

Warning on TV 'dark age'

A new "dark age" in broadcasting if advertising was allowed on the BBC was predicted last night by Mr Michael Grade, controller of BBC-1 (David Nicholson-Lord writes).

In a speech to advertising representatives, Mr Grade

cited TV-am's "downward spiral of quality" in search of revenue after its early crisis. Advertising as a common source of revenue for competing networks would produce American-style television, which he described as an "insult to human intelligence".

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Britain's strikes record worsens

By David Smith

Economics Correspondent

Britain's strike record is poor compared with European competitors such as West Germany, The Netherlands, France, Belgium and Denmark and very bad in relation to Japan, Austria and Switzerland.

Department of Employment figures, in the *Employment Gazette*, cover 1974 to 1983 and therefore do not take account of the miners' strike. But the "winter of discontent" in 1978/79 when there were more days lost than since the general strike in 1926, is included.

In the years 1979-83, Britain's strike record deteriorated markedly because of the public sector and engineering strikes of 1979 and the steel strike of 1980.

There were 500 days a year lost for every 1,000 employees in 1979-83, compared with 380 in 1974 to 78. In the most strike-prone sectors mining, manufacturing, construction and transport/communication days lost increased from 760 to 1,000 a year.

The most strike-prone countries in 1974 to 83 were Italy, Greece, Spain, Canada, Ireland and Australia.

West Germany, Japan, Switzerland, The Netherlands, Norway, Austria, and Sweden had the best records.

For most other countries, the 1979-81 recession reduced strikes. An exception was Sweden, where days lost rose 30 in 1974 to 78 period to 250 in 1979 to 83.

In Japan and West Germany there has been a sharp decline in strikes.

But industrial disputes in Austria and Switzerland are so rare that fewer than five days a year per 1,000 employees were lost during the 10-years.

The United States is excluded from the comparison because its figures record only disputes involving more than 1,000 workers.

Days lost a year per 1,000 employees 1974-83	
Italy	1,300
Spain	1,000
Greece	870
Canada	860
Ireland	720
Australia	640
United Kingdom	440
France	420
New Zealand	340
Belgium	210
Portugal	190
Sweden	170
Denmark	140
Japan	70
Norway	60
West Germany	50
Netherlands	40
Austria	30
Switzerland	20

Source: Employment Gazette, April 1985.

'Video pirates' acquitted of film theft

Two men alleged to be involved in video piracy were cleared at Knightsbridge Crown Court yesterday in the wake of a Court of Appeal decision that copying films is not a theft. Judge Babington directed the jury to acquit a former cinema manager, Mr Raymond Dutton, and a pet shop owner, Mr John Jemmett.

Mr Dutton, aged 35, of Ermine Side, Enfield, north London, and Mr Jemmett, aged 30, of Fore Street, Edmonton, north London, had denied conspiracy to steal films from the ABC cinema in Golders Green, north London, before August 1983.

Mr Michael Tepper, aged 37, a driver, of Wittenham Way, Poplar, east London, was also acquitted. He will be tried for conspiracy to breach copyright and commit forgery.

Law Report, page 25

Correction

Mr Tadeusz Rzybczynski, who has joined the council of the Employment Institute, is a director of Lazard Securities, not a director of Lazard's as stated in *The Times* on April 22.

"It is a mark of the strength of feeling felt by the profession about their pay position," he said. Industrial action has been organized in Scottish schools over the last five months with "targeted strikes" in the constituencies of government ministers.

The "show of strength" yesterday was on the eve of the Scottish 'O' level examinations, which the teachers have decided will not be disrupted.

Instead, they plan selective strike action during the next five weeks in Scottish primary schools.

Mr Pollock said the joint strike had shown that teachers could effectively close down Scottish secondary education. From that position of strength, teachers would not disrupt examinations. But the concession was to the children and not to the Government, Mr Pollock said.

Five held under terror Act freed

Five people detained at Stranraer under the Prevention of Terrorism Act were released on Tuesday night.

Four men from Belfast and a woman from Armagh had been attending meetings in Glasgow last weekend.

Anger over US police band's Irish visit

From Richard Ford, Belfast

Police organizations and politicians throughout Ireland yesterday condemned plans by members of a New York police band to join a parade in Co Donegal commemorating 10 hunger strikers.

Last night Mr Martin Galvin, publicity director of Noraid, the American-based fund-raising organization, said he would be astonished if the Irish government attempted to stop the band or himself from entering the republic.

Mr Galvin told leaders of the band that he is likely to accept their invitation to address a rally in memory of the hunger strikers, bringing fears that he will again attempt to enter Northern Ireland in spite of a Home Office ban forbidding him coming to the province. Mr

Galvin defied the order last year.

As pressure mounted on the New York Emerald Society's pipe and drum band to cancel their visit in August, the Irish Republic's Minister for Justice led protests against the American police officers for agreeing to support the march in memory of provisional IRA and Irish National Liberation Army members.

Mr Michael Noonan said that their action was "deplorable" particularly as police forces normally expressed solidarity world-wide. Last year when the band took part in a similar rally at Bundoran, in Co Donegal, it was thought that there had been a breakdown in spite of a Home Office ban forbidding him coming to the province. Mr

Royal 'bomb plot'

The Irish National Liberation Army plotted to bomb the route of the wedding of the Prince and Princess of Wales in a terrorist campaign in England, a court was told yesterday.

A man travelled from the British mainland to contact alleged members of the organization in Belfast to ask them to plant bombs, alleged INLA "supergrass" Henry Kirkpatrick told Belfast Crown Court. Kirkpatrick said he and one of

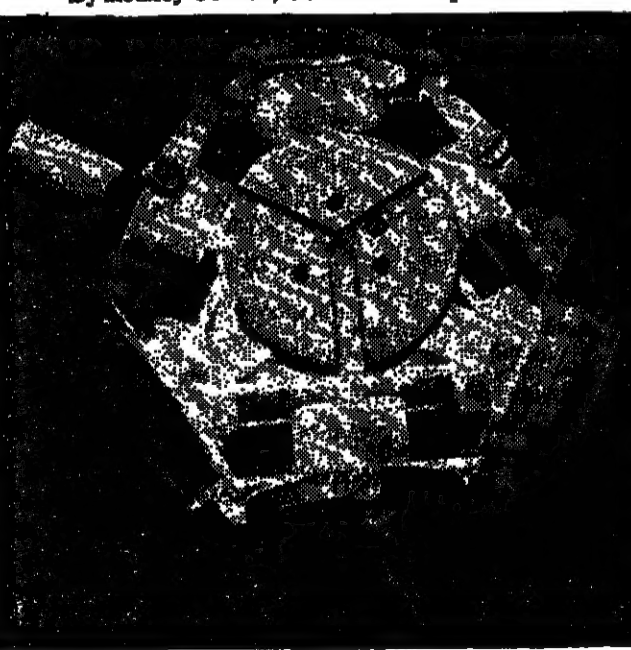
27 defendants he has implicated in more than 200 crimes agreed to get explosives.

Kirkpatrick, aged 27, who is serving a life sentence for five sectarian killings, said, in particular one man wanted to bomb the route of the wedding in 1981.

The plan had been called-off when they were unable to get explosives and because of arguments within the organization. The trial continues today.

Russians wanted details of laser gyro

By Rodney Cowton, Defence Correspondent



SINGLE AXIS LASER GYRO FOR MISSILE APPLICATION - DRIFT 1.0 DEGREES PER HOUR

The five Soviet diplomats expelled from Britain are thought to have been trying to obtain information about a number of British high technology projects, including the ring laser gyro (photograph left), on which British Aerospace and Ferranti are working (Our Defence Correspondent writes).

The laser gyro is intended to replace the traditional spinning gyro which has been at the heart of navigation systems for British Aerospace believes that it is the world leader, outside the United States, in this technology, which involves two laser beams circulating in opposite directions so that movement can be measured through changes in the frequency pulse.

The British Aerospace system has been designed for use on aircraft, and the company hopes that it will be selected for use on the planned new naval helicopter, the EH-101.

However, the company believes that the technology could have a wide range of applications, including navigation systems for submarines and missiles and possibly in space-based defence systems.

Moscow threat, page 7

Allegation of subversion link 'a smear'

By Michael Horsnell and Rupert Morris

Lord Orr-Ewing's denunciation of what he called Soviet-backed organizations in Britain dedicated to the subversion of the free world was condemned yesterday as a "McCarthyite smear".

The Conservative peer claimed in the House of Lords on Tuesday that the Russians worked through 13 international front organizations to create dissent.

And he went on to name Mr James Lamond, a Labour MP, Mr Alfred Lomas, an MEP, and seven trade union leaders as principal supporters of the largest of these bodies, the World Peace Council.

Mr Lomas, Labour MEP for London North East, said: "I thought this sort of smear language had gone out with McCarthyism. It's total nonsense."

"The fact that the Russians support the World Peace Council, does not mean that

we are receiving government money from them. But it would not worry me if it were, in the same way that I should be delighted if the United States government put money in."

The council, which has 140 national branches, is based in Helsinki and the British branch is known as the British Peace Assembly.

Mrs Jean Pavent, the assembly's secretary, said that its funds came entirely from public donations and affiliation fees from trades unions and other bodies.

She said: "We have never hidden the fact that we are associated with the WPC. We work with Eastern and Western countries and we are all working for peace."

Britain. Its monthly newsletter is edited by Mr Gordon Schaffer, a holder of the Lenin Peace Prize.

Mr Lomas is a vice-president of the BPA and member of the WPC.

Mr Lamond, MP for Oldham Central and the BPA's president, said: "I did make a statement in the House of Commons, not yesterday but some years ago, that if anybody could show me that any government, never mind the Soviet Government, provided money for the World Peace Council I would resign. So far no one has accepted that challenge."

Other organizations named by Lord Orr-Ewing included the International Union of Students and the International Organization of Journalists.

The National Union of Students said that the IUS, based in Prague, was set up with its help in the early 1960s

A move by an Irish branch to affiliate the National Union of Journalists with the communist sponsored International Organization of Journalists in Prague was thrown out last month at the union's annual conference.

Mr Ray Buckton, general secretary of the Associated Society of Locomotive Engineers and Firemen (Aslef), said: "I have become convinced over the past 40 years that dialogue between East and West is the greatest deterrence to another war. Irrespective of political allegiances, I have participated in any organization talking peace and détente."

Mr Ken Gill, general secretary of the Amalgamated Union of Engineering Workers, Technical and Supervisory Section (AUW/TSS), said: "I have been a sponsor of most peace organizations and this is no exception. I actually believe in peace."

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Drugs firm offers cash after open verdict on 'guinea-pig' student

From Tim Jones, Cardiff

Roche Products, the multinational drugs company, yesterday offered to pay compensation to the family of a medical student who died of a rare blood disorder after testing one of its products.

A jury in Cardiff had earlier returned an open verdict on Philip Jones, aged 21, of Llanelli, Dyfed, who died of bronchial pneumonia due to aplastic anaemia.

After the hearing at the South Glamorgan coroners' court his father Mr Roy Jones, called for greater controls on the way in which drugs are tested. His son had been testing a tablet form of a tranquillizer, Midazolam.

The National Union of Students also called for the introduction of national guidelines to govern tests, and representatives of the Royal College of Physicians to submit proposals for safeguards.

Mr Philip Woolas, the union president, said: "Low student grants are forcing more and more students to supplement their income in this way."

A spokeswoman for the company said that in offering to pay compensation, Roche was acting on humanitarian grounds, and its actions did not imply that there existed any question of legal liability, either with regard to the company's conduct or the drug itself.

The court was told that Mr Jones, a third-year medical student at the Welsh National School of Medicine, in Cardiff, died last July, nine months after taking part in trials to test Midazolam.

The drug, part of the benzodiazepine group and similar to Valium, was being developed by Roche as a tranquillizer and as a form of treatment for children suffering from epileptic fits. It was first marketed in Britain in 1983 after extensive tests.

Dr Edward Gordon-Smith, a consultant in the haematology unit at Hammersmith Hospital, London, said that a number of factors could have caused Mr Jones's death.

"One has to have the suspicion in this case that Midazolam had contributed or been the last trigger that caused aplastic anaemia. But I think it unlikely that that alone had been the cause, otherwise many more people would get the disease."

"I think it can only be a suspicion. It may have been totally irrelevant. But clearly it is necessary for people to know this, lest it should happen again."

Dr Gordon-Smith said that there was no known association between Midazolam and aplastic anaemia, a condition which halts the production of blood cells in bone marrow, causing anaemia, vulnerability to infection and bleeding.

Dr Charles Wardlaw, a senior lecturer in haematology, who also had Mr Jones in his care, agreed that the drug trial was a possible cause of the student's anaemia.

Professor Alan Richens, head of pharmacology at the Welsh National School of Medicine, said that the drug tests were carried out in his department.

He described the "strict protocol agreed and approved by the local medical ethics committee for doing the work. Two million doses of the drug had been administered since its approval and no blood abnormality problems had been reported."

Volunteers were screened for allergies to any of the compounds. Mr Jones had taken four doses in a month and the professor believed that the amount of drug he was exposed to was "really too small to have figured in his condition."

Professor Richens said that trials of the drug were continuing, but any new volunteers would be told of the circumstances of Mr Jones's death.

Competition 'stifled' on air routes

By Michael Bailey, Transport Editor

A sharp attack on Europe's "binkered" government for keeping air fares high and stifling competition is delivered by the House of Lords European Communities Committee today.

Air fares in Europe can be three times those in the United States, but government refuse to act because they have a vested interest in the present system and are reluctant to risk losing control of their national airlines, the committee says in a new report on European air transport policy.

The system burdens travellers with high fares, inconvenient services and rigid timetables, the report says.

It is in glaring conflict with the Treaty of Rome, yet the Brussels Commission, because it fears the slightest would fail, is reluctant to take action to bring aviation into conformity.

Calling for more competition and greater freedom of line with last year's EEC memorandum, the committee accepts these measures are modest, but says they are as much as can reasonably be expected at present.

The committee largely rejects the airlines' defence that high European fares are caused by high costs outside their control: airport and navigation charges, for example.

Charter airlines suffer the same costs yet keep their fares down, the committee says, mainly by filling aircraft and using them efficiently.

At the root of the trouble, is the severe restraint on competition which government have often actively encouraged.

Since the Second World War, a national airline has become something of a status symbol, and few countries are prepared to be without one. Help and protection are given to the national carrier and they are not exposed to full competition.

The report says: "The committee have no doubt that the scheduled air transport system in Europe needs a large injection of competition. In principle, a common market exists, and the concept of free competition lies at the heart of that market. In practice, there is no common air transport policy, and the present regulatory system is almost as far from being a common market as it is possible to imagine."

European Air Transport Policy (House of Lords Paper 115, Stationery Office, £12.15 net).

Surgeon gets £108,389

An orthopaedic surgeon was awarded £108,389 damages in the Court of Appeal yesterday for losing his post as a hospital consultant after he refused to see a psychiatrist.

Mr Anthony Bliss, aged 52, was suspended for 14 months in May 1980 from the Medway Hospital in Gillingham, Kent, while allegations of professional misconduct were investigated.

The appeal judges, led by Lord Justice Dillon, overturned the decision of Mr Justice Farquharson in the High Court in December 1983 that there had been no breach of contract by the South East Thames Regional Health Authority, which was responsible for the hospital.

Lord Justice Dillon said although there had been a clash of personalities in the orthopaedic department, the authority acted in breach of contract.

It must pay the costs of both the hearings.

Law Report, page 25

Aga Khan praises Thatcher approach

One of the world's richest men paid tribute to Mrs Thatcher and her policies yesterday when she enjoyed another taste of the East.

After her extensive tour of the Far East recently, the Prime Minister was travelling only as far as South Kensington in London to open a £10 million Muslim community centre.

Much of the money for the polished granite building opposite the Victoria and Albert Museum was provided by the Aga Khan, and it was designed for the 15,000-strong Ismaili community in Britain, of which he is the spiritual head.

Many Ismailis arrived in Britain penniless in 1972 after the Afghan expulsions from Uganda.

The Aga Khan paid tribute to Britain for its welcome to the Ismailis, and then went on to praise the Prime Minister.

Before touring the building, Mrs Thatcher listened to a chanted recitation from the Koran and delighted her Muslim audience by quoting a nineteenth century Islamic poet, Muhammad Iqbal, on the virtues of an individual working within a community.

Spectrum, page 8

Princess's mother praises 'brave baron'

Princess Michael of Kent's mother spoke yesterday of her regrets at keeping her first husband's Nazi past secret from their daughter.

Mrs Marianne Rogala-Kocorowski, who married Baron Gunther von Reibnitz in 1941, said: "I hadn't been on very good terms with my first husband. I said to myself: 'Why should I say anything?' I regret it now in hindsight very much. I should have told her. You see, I didn't think it mattered so much. It wouldn't have served much purpose. Now, of course, I'm terribly sorry."

But Mrs Rogala-Kocorowski, speaking for her home in Sydney, Australia, said that from their first meeting, in June 1941, his enthusiasm for Nazism seemed to be over.

"He was totally disillusioned. I wouldn't even have gone on talking to him if he had still thought Hitler's regime was a good thing," she said.

"You have to go back to his beginnings to understand. He came from Silesia (Austria, later German) and spent three or four years as a prisoner of the French."

"When he got home he joined the Nazis because he had a feeling he had to do something for his country. When I met him he was still a kind of a royalist."

"He was already very openly against the Hitler regime. And he showed enormous courage in saving me from prison."

Mrs Rogala-Kocorowski, or

Joint deal on new computers

By Bill Johnstone, Technology Correspondent

ICL, the flagship of the British computer industry, has launched a super-fast computer, based on advanced Japanese microchip technology which can search the contents of the Encyclopaedia Britannica in three minutes.

The new computers, the first big product to emerge from the partnership between the British computer company and Fujitsu, are to be made using the combined resources of two multimillion pound automated assembly plants in Manchester and Kidsgrove.

The computer company, which was facing bankruptcy four years ago before a government rescue move, has spent £10 million in the past 18 months preparing the robotic assembly lines which will make the new computer and its circuitry boards. The microchip circuitry is that of ICL, but the chips were made by Fujitsu.

The government resource package provided a £200 million loan guarantee for the company and a radical change of the company's top management.

The company was to return to profit within two years. Last August ICL was bought by the telecommunications group STC.

The computer, which will be sold by ICL to Britain, Sweden, Africa, Germany, The Netherlands and Denmark, is to be called the Series 39.

The computer has been on field trials since last autumn and one of the first deliveries of the machines had just been made to the Inland Revenue.

Computer systems which will speed up access to patient and staff information were launched by a health authority yesterday. The £11 million system will be phased in by the North Western Regional Health Authority, which covers Lancashire and Greater Manchester, during the next two years.

Countess Szapary as she then was, had incurred the wrath of the Germans.

"She had refused to rise to 'Heil Hitler' when she went to Tachau to run the timber business she had inherited from her grandfather. She had been caught listening to the BBC and the Germans, who had overrun Czechoslovakia, saw her as totally non-supportive of the Fuhrer."

Baron von Reibnitz was in a position to help and, unexpectedly, he had time on his hands. Under regular treatment for his heart condition he did not return to his regiment but married the countess in December 1941, and returned to his pre-war job as chief hunting ranger for Silesia.

When the countess was summoned to Berlin to appear before the Gestapo, the baron, a stubborn fighter (major) in the SS, went with her.

"So they released me, in his care. He had to say something like: 'I'll see to it she behaves'."

"He showed enormous courage, in my eyes. What really

happened to him then was that he came under the cloud which still hung over me. A year later he was called before the SS in Breslau (now Wroclaw, Poland) in terrible trouble."

"They accused him of giving hunting permits to Jews and said he had a salivator with a part-Jewish wife," Mrs Rogala-Kocorowski said.

"There were many other petty things, such as he refused a prominent Nazi a hunting permit."

It was the beginning of the end for Baron von Reibnitz. He was expelled from the SS in early 1944.

After a trial in substance, he was thrown out of the Nazi party later that year.

They divorced in Bavaria in 1946 and she emigrated to Australia in 1950, where she married a former Polish diplomat and volunteer French Army war hero, Tadeusz Rogala-Kocorowski. Her children, son Frederick and daughter Marie-Christine, went with her to Australia.

Duel on the turf between Piggott and Francombe

Lester Piggott hitches a ride astride John Francombe, the champion National Hunt jockey, in a little horseplay to draw attention to their forthcoming duel at Warwick racecourse on May 18.

The two-horse race will be over 1 mile 6 furlongs of the Flat course and the horses will be handicapped at a weight difference of 10lb, Francombe going to the scale at 10st 10lb and Piggott at 10st. Francombe, who retired from race riding earlier this month, said yesterday: "I've admired Lester for many years and if I can beat him, it would be a marvellous climax to my career."

Piggott admits he has a tough task. "John is an outstanding horseman and the fact that he is coming out of retirement to take me on shows how much he wants to win," he said.

Definite plans for the horses they will ride have not been made but Francombe could be on Shangoseer and Piggott on The Liquidator.

The match was inspired by the Warwick racecourse manager, Edward Gillespie, who said: "It will be the most exciting race in the course's history."

Peter O'Sullivan has agreed to act as guest commentator for the race, which is being sponsored by Walton Hall, the Warwickshire Leisure company.

President Kyriacou of Cyprus has promised to take up with Mrs Thatcher the case of two Greek-Cypriots who have taken sanctuary in a north London church to avoid deportation.

Mr George Eugenious of the Cypriot Advisory Service, which is organizing the campaign for Mr Vassilis Nicola and his wife Katerina, said he had telephoned Mr Kyriacou yesterday who had promised to raise the case with Mrs Thatcher as soon as possible.

The couple have lived in the church of St Mary the Virgin, Eversholt Street, Somers Town, since February 28.

Four 'used duke's name on cheques'

Four men got away with £61,000 by cashing cheques stolen from the Duke of Devonshire's home in Chesterfield Street, Mayfair, London, a Central Criminal Court jury was told yesterday.

Peter Callaghan, aged 24, a chauffeur of Chesterfield Street, has pleaded not guilty to the theft of the cheques.

Andrew Shellis, aged 43, a hairdresser, and his brother Jack, aged 35, both of Northolt Road, Harrow, and Heraklis Kouzoupis, aged 31, a manager of Hereford Road, Acton, deny receiving the cheques. The case continues today.

Killer is held indefinitely

Roy Coombes, aged 17, who raped and murdered a boy aged 10 in a field near Bodmin last year was yesterday ordered to be detained indefinitely after a 10-day trial at Bodmin Crown Court.

He had denied killing the boy, Malcolm Matthews, of North Roskear, Cambourne.

Calculators 'essential' for maths lessons

By David Lister, Of The Times

Educational Supplement

Pocket calculators and microcomputers are now essential for school mathematics lessons, the schools inspectorate (HMI) says in a discussion document issued yesterday.

The document also declares redundant some hallmarks of traditional mathematics lessons, such as long division, and logarithms.

"Only very basic and simple calculations need now be done on paper," the report says. "Some standard written methods of calculation such as long division, which many pupils find difficult, and few really understand, should no longer be generally taught."

Logarithms, as calculation aids, are "obviously redundant". Microcomputers are "a powerful means of doing mathematics quickly and sometimes in a visually dramatic way". If pupils are to use microcomputers they will need to learn to programme them and if this is not taught elsewhere, it should be included in the mathematics curriculum.

The document emphasizes the importance of practical mathematical work. "The main reason for teaching mathematics is its importance in the analysis and communication of information and ideas."

"Mathematics is an abstract subject and becomes almost exclusively so too quickly for many pupils. It is unfortunate that much of the work pupils do in mathematics should appear to them and to adults to lack purpose."

Good working habits by children are emphasized. Reasoning is a "fundamental ability" which children will need at stages.

Mathematics from five to 16 (Stationery Office, £2).

Burglary faked over girl friend

David Cotton, aged 45, an antiques dealer, staged a hoax burglary and pretended to have been stabbed by intruders at his girl friend's flat to win her sympathy. West London Magistrates' Court was told yesterday.

He ransacked the flat, at Leonard Court, Edwardes Square, and scattered jewellery when Cotton, of Melody Road, Wandsworth, took his then girl friend, Lady Elizabeth Bowes-Lyon home that evening he remarked that the light was on and said he could see the intruders.

While she called the police, Cotton stabbed himself.

Cotton admitted wasting police time last December and was fined £500.

Chelsea told to dismantle its electric fence

Chelsea Football Club has been ordered to dismantle the electric fence designed to curb pitch invasions at its Stamford Bridge Ground before Saturday's game with Tottenham Hotspur.

The demand came from the Greater London Council, which threatened last night to take legal action if Chelsea fails to give an assurance today that it will take the fence down.

The GLC's move followed an exchange of letters yesterday, when Chelsea's chairman officially unveiled the electrified fence.

The council was stung into the angry response by Chelsea's insistence that it had received approval from the council for the installation of wiring.

Asbestos risk to public 'negligible'

By Tony Samstag

The environmental risk to the public from asbestos is negligible, according to a report prepared for the Health and Safety Commission and published yesterday.

Contrary to the popular view, even buildings that contain asbestos have fibre levels so low, the authors calculate, that working in an office containing asbestos 40 hours a week for 20 years would produce "a lifetime risk of approximately one per 100,000". That means one person a year in Britain is likely to die from a condition related to asbestos in the general environment.

Non-smokers who regularly inhale others' tobacco smoke are 90 times more likely to die of lung cancer, while a 10-mile drive to and from the office would be 200 times as dangerous as the asbestos in the building.

The 34-page report, two years in preparation, was written by Sir Richard Doll, and Professor Julian Peto of the Institute of Cancer Research, London University. Sir Richard is best known for his work in establishing the link between smoking and lung cancer.

Speaking at the launch of his report in London, he demolished another public fear that asbestos particles released by braking cars were dangerous. The heat of braking "denatured" the asbestos and rendered it harmless, he said.

The industrial disease asbestos could be considered a "disease of the past", the study had shown. Older and retired workers were still suffering its long-term effects, but "with current levels of exposure we can regard the risk of asbestos as negligible in comparison with cancer."

Problems in assessing and regulating industrial levels of asbestos fibres are also considered in the report, which

notes that safety standards are based on fibre counts under an optical microscope.

Many of the harmful fibres are too small to be seen except by an electron microscope, however, and scientists must usually rely on a rough formula estimating the proportion of smaller fibres likely to be present.

Another grey area involves electricians, plumbers, decorators and do-it-yourself householders who may come into regular contact with asbestos and not know it. No reliable statistics exist on the degree of risk in such cases.

Mrs Nancy Tait, speaking for the charity Spaid, which she founded in 1978 to look after the interests of sufferers from asbestosis and other industrial diseases, at the launch of the report that said she was seeing at least three cases a week of mesothelioma (the type of cancer most firmly associated with asbestos exposure) in 30 and 40-year-old men engaged in such work.

The report notes that the absolute risk of lung cancer in non-smokers is "certainly small even after heavy exposure" to asbestos.

Among those involved in the manufacture of asbestos textiles is the ones at highest risk out of 10,000 asbestos workers - mortality rates are roughly equivalent to those among construction workers.

Advisory: effects on health of exposure to asbestos, by Richard Doll and Julian Peto (Stationery Office, £5).

ASBESTOS: THE RISK

Estimates of risk of death per 25-year working life	working life
Construction worker	1/200
Radiologist	1/200
Deep sea fishing	1/16
Textiles	1/1600
Asbestos textiles	1/200

Source: National Radiological Protection Board

The club's chairman Mr Ken Bates refused yesterday to say whether or not the 12-volt electric current would be switched on for Saturday.

After showing the fully operational lift fence to reporters yesterday Mr Bates asked: "Why all the compassion for hoodlums? Just because there is a possibility of them getting a little burn on their fingers, I don't see what all the fuss is about."

"Now when I come up with this the authorities say they don't agree with it. But at least I have got a healthy debate going," he said.

A group of Conservative MPs have supported Chelsea's plan to combat football hooliganism.

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So that by the end of 1988, Manchester International Airport will be operating direct scheduled services to fifty-three destinations in Britain and world-wide.

But that's by no means the end of the story.

In addition to the fifty-three Scheduled destinations, Manchester has direct links to seventy-three other destinations on charter routes, making a total of one hundred and twenty-six centres served direct from Manchester.

And of course, every other major airport in the world may be reached from Manchester by connecting services.

In providing these world-wide links, Manchester International is doing no more - and no less - than is demanded by its planned and natural role as a major international gateway airport, at the focus of global routes converging on northern Britain. Even now, Manchester International Airport handles more passengers than many European capitals such as Brussels, Lisbon and Vienna.

Not surprisingly, our ever-growing list of destinations is attracting an ever-growing number of passengers. Over six million a year now and by 1990 we expect 8½ million. Then as now, travellers will continue to enjoy Britain's best and smoothest transition from motorways to airports. Their send-off and welcome home will still be efficient and speedy, but friendly and relaxed. And above all, easy.

That's our kind of airport. Ready now for the 1990's. Planned with the realism and meticulous research that for the last decade has determined our place in world aviation as Britain's better gateway for central and northern Britain.

MANCHESTER INTERNATIONAL AIRPORT

Britain's better gateway

Manchester International Airport, Manchester M22 3PA, Telephone: 061-496 3000, Telex: 666-57.

PARLIAMENT APRIL 24 1985

Favourable reaction to reform of the City

FINANCE

Legislation which the Government hoped to bring in next session on financial services in the United Kingdom, would be designed to create a regulatory system powerful enough to deliver the Government's objectives but flexible enough to respond to rapid change. Mr Norman Tebbit, Secretary of State for Trade and Industry, said in the Commons in opening a debate on the White Paper on financial services.

He said that the shape of the City was changing in response to the growing internationalization of markets and to new developments in information technology and to the need for fresh sources of capital to exploit those opportunities. There was no lack of urgency in the City.

The changes in the City were serving to enhance the status of the UK as one of the primary world financial centres. The honours and expertise of practitioners, providing a wide range of financial services, would continue to be one of the principal factors in the City's success.

The White Paper proposed a new regulatory structure designed to maintain and improve the spirit of competition while ensuring that it would meet the needs of those dealing in the market, thus consolidating the United Kingdom's international standing.

The general reaction to the White Paper proposals has been favourable. The basic approach of self-regulation within a statutory framework had received widespread support as had the main elements of the Government's proposals.

On the institutional framework in the White Paper, he had decided not to uproot the system which had served well in the past, but to strengthen it, to build on it and to repair its faults - to bring it up to date and to provide for future developments. But let there be no doubt about the extent of the changes proposed.

Powers to regulate marketing of investments were to be granted by Parliament to the Secretary of State for Trade and Industry and only at his discretion would those powers be delegated to bodies meeting the criteria of the legislation and also his approval. The powers could be withdrawn by the holder of his office and granted to another body or bodies. Or he could wield them himself.

There was a strong body of opinion in the City which thought it was not at all a bad thing to have the influence of professional bodies, of the City, of the City, of the City.

Commons to debate UK contribution

EEC BUDGET

The Commons would be consulted about yesterday's decision to agree £340 million as the UK's contribution towards the EEC budget this year. Sir Geoffrey Howe, Secretary of State for Foreign and Commonwealth Affairs, said during Commons questions that he had received comments about the decision from both sides of the House. Mr Eric Deakin (Walthamstow, Lab) said that the decision was a "very good one" and that the UK was "doing very well" in the EEC.

It would be crazy of the

of investors and of practitioners in the City.

The Government had concluded that regulatory coverage should be extended to cover all investment business. It was proposed to delegate power to the Securities and Investments Board of the Marketing of Investments Board. They would draw up rules for the authorization of investment business and the conduct of business and those rules would give effect to the principles in the White Paper.

There had been criticism of the proposal for two boards instead of one. He had not finally decided upon this matter; he would not insist on having two if no advantage was seen in the arrangement.

The small investor needed more help and protection and would benefit particularly from the Government's proposals. There would be a new and comprehensive definition of what constituted investment business and it would be an offence to carry on such business without authorization.

So the investor dealing with an authorized business will know that the business is regulated and that it is subject to rules designed to ensure the proper conduct of those activities.

Comments had been received suggesting the Government's proposals governing the conduct of business went too far but it remained its objective that there should be full segregation and full compensation for private investors.

Where the Government had more doubts on the regulatory system, it would be much simpler and much clearer to all those involved and to the ordinary public to move immediately towards a self-standing commission. It was inevitable anyway and might as well be set up properly now. This was simple common sense.

There was little point in having two boards when one could do the job perfectly well.

Fraud in the City was not pursued or prosecuted properly. The question was whether the current law was only effective for those who volunteered to use the title "insurance broker". Someone who called himself an insurance consultant or insurance adviser could practise without any controls. It would be foolish to perpetuate that situation.

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Protecting investors

professionals to include those dealing exclusively in futures. It would also allow authorized businesses to pass information about less orthodox investments to clients who, although not professionals, were sufficiently expert to understand the risks involved.

There has been some criticism of this proposal (he went on) but I believe that it is a desirable recognition of the differing needs of different groups of investors and the need to avoid over-regulation and the stifling of those well able to take care of themselves.

During his visit to Japan, he had stressed the importance of the liberalization of Japanese financial markets. Some results were beginning to be seen and the granting of branch licences to UK firms to deal in securities had begun.

On many details of the White Paper, his mind was not finally set. Mr John Smith, Chief Opposition spokesman on trade and industry, said the Opposition considered that by and large the framework of the law that was proposed was broadly correct. It was largely what was the Government's job to do.

The notion of a fit and proper test for all those who practised in the financial markets and the notion that they should be subject to rules designed to ensure the proper conduct of those activities.

Comments had been received suggesting the Government's proposals governing the conduct of business went too far but it remained its objective that there should be full segregation and full compensation for private investors.

Where the Government had more doubts on the regulatory system, it would be much simpler and much clearer to all those involved and to the ordinary public to move immediately towards a self-standing commission. It was inevitable anyway and might as well be set up properly now. This was simple common sense.

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Thatcher condemns strike call to children

EDUCATION

Mrs Margaret Thatcher, the Prime Minister, has deplored and condemned the proposed "day of action" by young people in Liverpool. In a Commons written reply to Mr David Alton (Liverpool, Modest Lib), she described it as a thoroughly mischievous attempt by left-wing groups to hide behind children in expressing any concerns they might feel about the youth training scheme.

This (she went on) is the worst possible example they could give youngsters on Merseyside. The call to strike will be seen by all reasonably minded people as a clear political act of a totally negative nature. Is this really the image of Merseyside that should be projected to the industrialists of the world?

Mr David Amess (Basilston, C) unsuccessfully sought an emergency debate on the encouragement of young people to go on strike in schools tomorrow (Thursday).

All MPs and all parents accepted and understood the legal obligation on children to attend school. He said, however, adults were encouraging schoolchildren to play truant and not attend school tomorrow.

A number of young socialists recently attended his surgery in Basilston and told him they had been distributing leaflets and posters in his constituency about the strike.

He told the young socialists he suspected this was one of the few strikes that the Labour party would not be supporting. When he added that only Militant Tendency MPs would support it they replied that it was nice to know there were a few decent MPs left in Parliament.

He had had many anxious telephone calls from parents greatly alarmed at the situation. A debate would give an Opposition spokesman the opportunity to say where Labour stood on this matter.

He hoped for an increased

Labour MP says Avon has been robbed

LOCAL GOVERNMENT

Mr Robia Corbett (Birmingham, Edingdon, Lab) was refused leave by 164 votes to 95 to bring a Bill which he said would bring the Government to book for the damage it had inflicted on the county of Avon.

Mr Corbett said Government policies on rate support grant had hit Avon hard: £81 million had been stolen in rate support grant from the county by the Government since 1980. Labour had led Avon since 1981.

In 1975-76, 36p in every pound of council spending was met by local ratepayers with the other 64p coming from central taxes. Ten years later ratepayers had to pay 73p in every pound and central taxes only 26p.

The Government (he said) had stolen local money in order to spend more nationally. The blame for the burden of rates rests four-square with the Government.

Mr Jack Aspinwall (Wansdyke, C) said once again the House was faced with nothing more than a publicity stunt. It was all to do with trying to enhance the chances of Labour in the local government elections on May 2.

Extradition talks

Negotiations for an extradition treaty with Spain were far advanced and the Government hoped to be able to bring them to a conclusion before too long. Sir Geoffrey Howe, Secretary of State for Foreign and Commonwealth Affairs, said during Commons questions.

Progress of Bills

The Alexandra Park and Palace Bill was read the third time and the Greater London Council Bill read a second time in the Commons.

Parliament today

Commons (2.30): Debate on foreign affairs. Lords (3): Further Education Bill, second reading. Motions on police regulations.

No action against IBM man's widow

A woman implicated by the murderer in the killing last October of Mr Michael Robertson, aged 41, an executive with International Business Machines, is not to be prosecuted.

When Timothy Funge-Smith, aged 41, a gardener at the Robertsons' home in Hayling Island, admitted the murder at Winchester Crown Court last March, Mr Justice Tudor Evans imposed an order under the Contempt of Court Act prohibiting publication of his name, and a conversation he had with Mrs Yvonne Robertson, aged 37, the widow.

At the same court yesterday Mr Christopher Leigh, for the Director of Public Prosecutions, successfully applied to Mr Justice Stuart-Smith for the order to be rescinded. He said it had been decided there was insufficient credible evidence to justify charging Mrs Robertson with any offence.

Mr Robertson was attacked with a 3 ft iron pipe by Funge-Smith when he returned home one evening and died four days later. Southampton General Hospital.

Police 'wasting time on stray dogs'

Too much police time is wasted on paperwork, stray dogs and lost property, inspector Alistair Wallace, chairman of the Scottish Police Federation, said yesterday.

He told the annual conference of the federation in Peebles that the continued use of the police on such tasks was a costly and gross waste of professional expertise.

"My members are rapidly being overwhelmed by paperwork," he complained. Administrative requirements took precedence over practical policing. Certain reports were necessary, he admitted, and must have a conclusion date, but it appeared that some senior officers looked upon crime as a by-product, with statistical requirements the main product.

In addition to the stresses inherent in dealing with serious crime, Scottish police officers had 22,000 stray dogs to deal with, 22,000 stray dogs and 160,000 lost and found items. They also had to enforce licence laws and deal with road accidents.

"Ignoring any legal obligations, because laws can be changed, I wonder if the only reason the police service is

Peers debate housing

Government urged to spend on housing

HOUSE OF LORDS

The problems of the homeless and those in unfit accommodation could quite easily be solved by getting the massive number of unemployed in the construction industry back to work, Lady Fisher of Rednal (Lab) said when opening a debate in the House of Lords on the case for investment in housing.

The severe difficulties facing the homeless and badly housed.

I would ask the Government to consider putting further public funding into new and rehabilitation building (she said). The money which is spent on welfare payments for these workers and the loss of national insurance and of tax means much of this is wasted money. It could be spent on employment and provide a return for the Treasury in the form of the tax and national insurance they would pay.

The Prime Minister had said recently that the matrimonial home was the strongest thing in a free society. That was right, she said. Government ought to be using this to increase family stability.

It was most frustrating for local authorities to have money in the bank, to have capital receipts which they could not use to provide new housing at the same time as having to spend millions of pounds to provide accommodation for homeless families.

The Bishop of Coventry (the Rt Rev John Gibbs) said the only certain conclusion to be drawn from the statistics was that homelessness was still increasing and should be stemmed at all costs. Short-term expedients could exacerbate the problem and politically motivated initiatives or penalties caused more long-term damage in housing than in any other areas.

It had been estimated that £9,000 million was needed to rehabilitate local authority inter-war housing and an equal sum to repair the defects of post-war building systems. These were figures which in the present climate would induce a state of paralysis among Chancellors of the Exchequer.

He appealed for an increased

investment in the housing associations so that homelessness could be banished and so that they could rid society of this menace.

Lord Ezra (L) said they were running the risk of letting this essential asset of housing being progressively run down. They were living in a society which had totally inadequate housing.

There was not only a major social problem to be faced but a major economic problem. When one had a combination of economic necessity and social need serious action was urgently called for.

Lord Kilmarnock (SDP) said that living rough and begging were on the increase. In a civilized society people were always offered some shelter and help but the Government was not doing enough to turn it over to voluntary bodies.

Lord Stallard (Lab) said that the rising number of homeless was resulting in talk of ten cities on open spaces such as Hampstead Heath. There were now so many homeless walking the streets of London there were not enough cardboard boxes to go round.

Lord Grimond (L) said millions had been spent on housing but it had been misapplied on policies that led to inflexibility. It would have been wiser to have subsidized the person who needed help in finding a home rather than the house itself.

Lord Graham of Edmonton (Lab) said that by a deliberate political policy the Government had taken housing off the nation's agenda. The Government had its eyes and ears to all sounds of pain, anger and despair. The Government thought it had found a policy in selling council houses and in producing legislation which crippled the ability of councils to solve their housing problems.

Lord Skelmersdale, the Government spokesman, said the overwhelming wish of people today was to own their own home. That was why home-ownership formed the cornerstone of the Government's housing policy and the success of it was amply demonstrated by the fact that home-ownership had increased by 1.8 million since 1979.

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EAST-WEST TENSIONS Killing of major sour relations ● White House under pressure over cemetery visit

The Nicholson incident

Washington steps up war of words with Moscow

From Mohsin Ali, Washington

The United States has stepped up its tough stance against the Soviet Union since the killing of Major Arthur Nicholson by a Soviet sentry in East Germany would have "adverse consequences" on their future relations.

The White House spokesman, in a lengthy and tough statement, said that Major Nicholson's death on March 24 was "a senseless, unnecessary act, which raised questions about orders provided to Soviet military personnel throughout the world".

But the spokesman declined to say whether these consequences might include a refusal by President Reagan to meet Mr Gorbachev, possibly at the UN General Assembly in New York later this year.

The controversy over the Nicholson affair worsened this week when the Soviet Embassy here challenged the accuracy of an earlier official American statement that it had promised not to use force or weapons against members of the US military liaison mission in East Germany in the future.

Mr Caspar Weinberger, the Defence Secretary, entered the war of words on Tuesday by accusing the Soviet Union of lying about an agreement reached on April 12 between top American and Soviet military commanders in Potsdam aimed at preventing a recurrence of such incidents.

Mr Weinberger is furious over Moscow's failure to apologise and to pay compensation to Major Nicholson's widow and his child.

The Soviet Embassy statement said that Moscow reserved the right to use force against unknown intruders found near Soviet military installations.

Mr George Shultz, the Secretary of State, said on Tuesday night that the United States was asking Moscow to clarify the embassy statement. He described the Soviet reaction as "equivocating, surprising and disappointing".

The New York Times, in a report from Bonn published yesterday, quoted a Western intelligence source as saying that Major Nicholson, aged 37, who spoke Russian, had carried out an earlier mission in which he sneaked into a Soviet tank and photographed the interior.

The source, who has intimate knowledge of the operations of the unit to which the major was attached, said that in what was described as a "specially planned operation" Major Nicholson took advantage of the drunken revelry of Soviet troops on New Year's Eve at an unidentified base in East Germany.

The source said that the American officer slipped into a tank shed and photographed "not the very latest one, but almost".

● MOSCOW: The American charge of bad faith against Russia for "equivocating" over

its pledge has caused anger in Moscow, although there was no immediate Soviet comment (Richard Owen writes).

The Russians are clearly angered by Mr Weinberger's blunt accusation that Moscow was "lying" when it said it had agreed not to use force against identified American military liaison officers but reserved the right to shoot at unknown intruders.

The row is one of several causes of tension between Russia and America, and comes at a time when the East-West atmosphere appears to be deteriorating after hopes of détente following Mr Gorbachev's election as Soviet leader.

"We seem to be heading back to hostility and confrontation," said one Western diplomat, referring to the latest round of tit-for-tat expulsions between Britain and Russia. Mr Gorbachev's gloom over American accusations that Moscow is stepping up the fighting in Afghanistan and has sent Russian servicemen to help the Sandinistas against "contra" rebels in Nicaragua.

The Americans have already cancelled a trip to the Soviet Union by a group of officers from the National War College at Fort McNair, near Washington, because of the killing of Major Nicholson, and there may be other cuts in an already sparse programme of super-power exchanges.

The contract, worth in excess of \$4 billion (about £3 billion), will be the biggest single procurement of electronic equipment in the Army's history. Under it the Army will buy modern tactical battle-field communication system known as Mobile Subscriber Equipment (MSE) - to equip

for arms, ammunition and weapons of war.

The House rejection of the plan was far more decisive than the Administration had expected.

The House was last night debating two other plans - one from a Republican congressman that varied little from the scheme already rejected, the other a Democratic proposal providing \$14 million in "humanitarian" aid to the region, but not to the rebels. The plan specifically excluded any role by the Central Intelligence Agency - the conduit through which \$80 million flowed directly to the rebels' war machine from 1981 to 1984.

The Administration now has limited options in maintaining the political and economic pressure on Nicaragua. President Reagan said in his letter to the Senate that he would "favourably consider" the use of economic sanctions as a way of pressuring Nicaragua to enter talks with the rebels.

● MANAGUA: Nicaragua welcomed the House's rejection of renewed aid to the rebels (Alan Tomlinson writes).

The Managua Government characterized the decision as "a contribution to the achievement of peace", while lamenting the vote in the US Senate, which conditionally approved the aid.

"Independently of what some congressmen may think about the Sandinista people's revol-

ution, what has been debated in Congress is whether or not the US Government is disposed to adapt its international conduct to the norms and principles of law", the communiqué said.

Rejection of aid by the House was "a first step in restoring the lost credibility of the US as a 'serious and responsible member of the international community'".

● MEXICO CITY: President Reagan's defeat is being interpreted here as a victory for the Contadora group, whose principal articles of faith call for an end to foreign military intervention and a reduction of the arms build-up in Central America (John Carlin writes).

"Contadora is against the Contras", was the one terse, but obviously satisfied, reaction yesterday of the chief spokesman at the Mexican Foreign Ministry.

Mexican government officials had been angry at President Reagan in recent weeks. The President's energetic lobbying for more aid to the Contras was being perceived as a direct snub to efforts by the Contadora group - Mexico, Colombia, Panama, Venezuela - to revive its flagging Central American peace initiative.

● MOSCOW: President Daniel Ortega of Nicaragua will visit the Soviet Union this month, Tass said (Reuters reports).

Leading article, page 13



Flashback: The tearful farewell at Frankfurt airport and, right, the late Major Nicholson.

The arms race

Britain may get \$4bn US order

From Our Own Correspondent, Washington

The US Army is to make a final decision shortly on the purchase of a multi-million dollar high-technology battle-field communications system. It now seems likely it will opt for one based on the British Army's Parnigan system, designed by Plessey.

Pentagon officials and senior Congressional aides were favourably impressed by British Army demonstrations of the Parnigan system, in West Germany earlier this month.

The contract, worth in excess of \$4 billion (about £3 billion), will be the biggest single procurement of electronic equipment in the Army's history. Under it the Army will buy modern tactical battle-field communication system known as Mobile Subscriber Equipment (MSE) - to equip

five Army corps consisting of 15 divisions.

A decision in favour of the Parnigan would represent a victory for Plessey over a rival French system known as Rita which has been developed by the nationalized electronics giant Thomson.

Because of the problems found in the past by European arms manufacturers in selling equipment to the US armed forces, both companies have formed a consortium with an American partner.

A key factor in determining the Pentagon's choice will be the amount of contract work that will go to American companies.

Thomson made the most generous initial offer by saying that American companies would get 60 per cent of the work. However, the Rockwell-

Plessey team has come up with a proposal which provides for 70 per cent of production to take place in the US.

● LONDON: Concern about the possibility of funds for conventional and nuclear weapons being diverted into work on the American strategic defence initiative "Star Wars" programme has been expressed by General Bernard Rogers, Supreme Allied Commander Europe (Our Defence Correspondent writes).

In an interview with Jane's Defence Review, General Rogers said: "I am just concerned that if from now on we turn all our attention to SDI, we then fail to underpin our efforts in the more mundane areas such as sustainability of conventional forces and modernization of nuclear weapon systems."

Earlier on Wednesday, the European Parliament President, Mr Pierre Pflimlin, asked the

The Bitburg row

Senate leader tells President not to go

From Nicholas Ashford, Washington

President Reagan came under growing pressure yesterday to call off his planned visit to the West German military cemetery at Bitburg next month, with Senator Robert Dole, Republican majority leader in the Senate, aiding his influential voice to those calling on him to find an alternative site.

Administration officials conceded, however, that the only way the decision to lay a wreath at the Bitburg cemetery could be reversed without seriously offending the West German Government would be for Chancellor Helmut Kohl to initiate a change in the President's itinerary.

Herr Peter Boenisch, the chief spokesman for the West German Government, said yesterday that Chancellor Kohl was determined to go ahead with the Bitburg ceremony.

Concern among the President's advisers about the political damage Mr Reagan has suffered from the furore over his planned visit to a cemetery containing the graves of Nazi SS soldiers has been heightened by a Washington Post poll. This shows that the President's approval rating has fallen to 53 per cent - its lowest level since October 1983.

Among those said to be deeply disturbed by the political damage which the President has suffered is Mrs Nancy Reagan. She is reported to have urged him to call off the cemetery visit.

Senator Dole, the most prominent member of Mr Reagan's party to have called for the visit to be cancelled, said on television that he had made it clear to the White House that "I think it's a mistake".

Missile protests

Anti-cruise MPs freed

Brussels (AP) - Four members of the Belgian Lower House of Parliament who had illegally entered a nuclear missile base and been arrested on the spot were freed yesterday, a judge reported.

Meanwhile, the Belgian Senate ordered the release of three senators also arrested for entering the Florennes air base, where 16 US cruise missiles are deployed.

Earlier on Wednesday, the European Parliament President, Mr Pierre Pflimlin, asked the

Belgian Foreign Minister, Mr Leo Tindemans, to obtain the release of a Belgian Euro-MP.

All those detained belong to Belgian environmentalist parties which oppose deployment of cruise missiles in Belgium.

Their action on Sunday was a protest against the prolonged arrest of 12 pacifists who broke into the missile base on April 12. They have since been released. According to Belgian law, MPs are deprived of parliamentary immunity when caught on the spot.

Reagan's greatest policy defeat

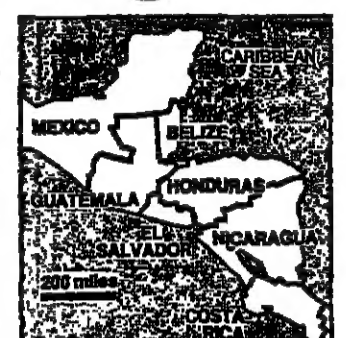
From Christopher Thomas, Washington

The congressional mauling of President Reagan's plans to resume aid to the Nicaraguan guerrillas, his greatest foreign policy defeat, has thrown his bellicose policies towards the Sandinista government into disarray, and raised serious questions about his ability to push through other elements of his hard line Central American strategy.

The Democrat-controlled House of Representatives voted 248 to 180 late on Tuesday against a watered-down version of Mr Reagan's proposal to give \$14 million this year to the rebels, who operate from camps in Honduras close to Nicaragua's northern border.

The Republican-controlled Senate voted 53 to 46 in favour of the plan - a not unexpected outcome, a mere sweetener for the crushing defeat inflicted minutes later in the lower chamber. Almost to the last minute, the White House battled behind the scenes with Congressional leaders to rescue something from Mr Reagan's tattered policies, without avail.

The defeat is likely to have wider repercussions for Mr Reagan's overall authority, which most analysts expect to wane as he moves further into the final term of his presidency. One of the more intriguing questions is why he staked so



much on an issue he was almost bound to lose.

Just 75 minutes before the Senate voted, the President delivered his final shot - a three-page letter couched in conciliatory language, promising to renew direct US talks with the Sandinista Government.

Bipartisan talks in Mexico between senior Nicaraguan and US representatives were broken off in January, by the US.

The letter, delivered hurriedly to Senator Robert Dole the Senate Republican leader, who read it to the chamber, promised that the Administration would press for a ceasefire between the Sandinistas and the guerrillas, followed by peace negotiations mediated by the church. It said the money would be used "only for food, medicine, clothing, and other assistance for (the rebels) survival and well-being and not

for arms, ammunition and weapons of war."

The House rejection of the plan was far more decisive than the Administration had expected.

The House was last night debating two other plans - one from a Republican congressman that varied little from the scheme already rejected, the other a Democratic proposal providing \$14 million in "humanitarian" aid to the region, but not to the rebels. The plan specifically excluded any role by the Central Intelligence Agency - the conduit through which \$80 million flowed directly to the rebels' war machine from 1981 to 1984.

The Administration now has limited options in maintaining the political and economic pressure on Nicaragua. President Reagan said in his letter to the Senate that he would "favourably consider" the use of economic sanctions as a way of pressuring Nicaragua to enter talks with the rebels.

● MANAGUA: Nicaragua welcomed the House's rejection of renewed aid to the rebels (Alan Tomlinson writes).

The Managua Government characterized the decision as "a contribution to the achievement of peace", while lamenting the vote in the US Senate, which conditionally approved the aid.

"Independently of what some congressmen may think about the Sandinista people's revol-

ution, what has been debated in Congress is whether or not the US Government is disposed to adapt its international conduct to the norms and principles of law", the communiqué said.

Rejection of aid by the House was "a first step in restoring the lost credibility of the US as a 'serious and responsible member of the international community'".

● MEXICO CITY: President Reagan's defeat is being interpreted here as a victory for the Contadora group, whose principal articles of faith call for an end to foreign military intervention and a reduction of the arms build-up in Central America (John Carlin writes).

"Contadora is against the Contras", was the one terse, but obviously satisfied, reaction yesterday of the chief spokesman at the Mexican Foreign Ministry.

Mexican government officials had been angry at President Reagan in recent weeks. The President's energetic lobbying for more aid to the Contras was being perceived as a direct snub to efforts by the Contadora group - Mexico, Colombia, Panama, Venezuela - to revive its flagging Central American peace initiative.

● MOSCOW: President Daniel Ortega of Nicaragua will visit the Soviet Union this month, Tass said (Reuters reports).

Leading article, page 13

"We're working for ourselves. It's a marvellous feeling"

"When our previous employer moved to Crawley, 100 of us couldn't move home. That meant redundancy. Then the GLEB acquired the 2.5 acre site - and saved our jobs. The new London Production Centre will provide units for London's electronics industry. That will mean 400 jobs when the space is let. Now we are working here in new companies the GLEB has set up through London Production Centre Ltd. And through a workers' trust, we share in running them. It's a marvellous feeling. We can really achieve something for ourselves, and we are doing our best to make it work."

Ivy Crook, Production Worker, London Production Centre

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Trial delay for Britons in Nigeria

The two Britons arrested last May and charged with stealing a plane in Nigeria had their case postponed until May 13 by a court in Lagos yesterday (Richard Dowden writes).

Last week Mr Angus Patterson and Mr Kenneth Clark, both engineers, applied to have their case set aside, on the ground that it had already been heard, but the judge in that court said he would give a ruling on May 7. Another judge, in yesterday's hearing, said he would have to wait for the first court's verdict.

● AMSTERDAM (Reuters) - Amsterdam police are to hold open days today and tomorrow for women to reclaim clothing stolen by a man who spent two years taking women's garments from washing lines.

At the man's home police found 163 brassieres, 174 pairs of knickers, 78 dresses, 43 skirts, 59 nightdresses, 66 swimsuits and bikinis, 49 pairs of tights and a bag full of stockings.

More than 5,000 people filled the Piazza San Giovanni in the centre of Florence to see the Prince and Princess of Wales yesterday, despite cold and drizzly weather.

The Princess, wearing a white wool suit with a black velvet bow tie, was presented with flowers by a young unemployed man, in the crowd, who kissed her hand as she paused.

The Royal couple visited the city's fourteenth-century cathedral but were unable to get a clear view from inside the huge cupola because of scaffolding erected for restoration work.

Later the Prince and Princess visited the church of Santa Croce near by where Michelangelo is buried, and which houses statues of the philosopher Niccolò Machiavelli.

● ZAMBIA shuffle - Lusaka (AFP) - President Kaunda of Zambia replaced his Prime Minister Mr Nalunimo Munda, and appointed a new head of the country's ruling party in a reshuffle of top posts.

Mr Bobby Musokotwane, formerly Minister of Education, will be the new Prime Minister.

● ZANU death - Harare (AFP) - An official of Mr Robert Mugabe's ruling Zanu party has been bayoneted by anti-government dissidents at his home in Buwama in Matabeleland South province.

Pulling out: Israeli armoured personnel carriers leave their positions opposite the Syrian Army in the Bekaa Valley.

Big Israeli pullout leaves allies isolated

From Robert Fisk, Nabates

The Israeli occupation army in southern Lebanon seems set to abandon the port city of Tyre by the weekend, possibly as early as tomorrow morning, after withdrawing thousands of men from its front line opposite the Syrians in the Bekaa valley and from the central Lebanese mountain chain yesterday.

Columns of Israeli tanks, armoured vehicles, jeeps and ammunition trucks wound down the narrow roads, of the Bekaa and out of the mountain town of Jezzine where Israel's former Christian allies are now isolated amid territory controlled by Druze and Shia Muslim militias.

So thinned out have the Israelis become along their front line south of Nabates that in five bases they still maintain outside Tyre, their total equipment last night comprised only three Merkava tanks, 20 armoured personnel carriers and a handful of lorries and Jeeps with just 220 men to guard them.

Around the town of Hasbaya in eastern Lebanon, however, the Israelis remained in considerable numbers last night



and there was growing evidence on the ground that the "buffer zone" which Israel intends to establish in southern Lebanon would be much larger than originally thought, containing perhaps a section of the Litani river immediately south of Nabates.

Israeli leaders gave a warning that the Syrians should not take advantage of Israel's withdrawal in the Bekaa and move south of their present front line. Syrian troops made no attempt to do so, merely waving through their

lines a column of Lebanese Government Army lorries and armoured personnel carriers that were greeted in the newly-vacated areas by crowds of civilians throwing rose water and rice in the traditional Lebanese greeting.

Syrian tanks and heavy anti-aircraft guns remained dug in around the village of Sultan Yacoub as the Lebanese soldiers drove southwards, watched by a group of plain-clothes Syrian intelligence agents.

In their departure yesterday, the Israelis also gave up their artillery position at Yanta, from which they could shell the suburbs of Damascus, and their radio and radar base 6,000 feet up the Barouk mountains, a complex from which they listened not only to Syrian but Soviet radio traffic out of Syria.

Israeli Cobra helicopter gunships flew low over the Bekaa as the last Israeli troops drove out of their front line positions - a rampart of earth that stretched across the entire valley floor like a First World War film set - down to their new line. They still occupy approximately 452 square miles of Lebanon.

Latest United Nations estimates suggest that the enclave,

which will be run by pro-Israeli gunmen but in which the Israelis will be free to move around, will stretch from the mouth of the Iskenderun river south of Tyre, to Rashaf in the Irish UN battalion area, to Beit Yahoun, Bradchit in the Irish UN area and then up to the Qasbiyat bridge over the Litani, bisecting the Finnish UN battalion's area. The line, UN officers believe, would then cross the Litani, move around Nabates and turn east towards Hasbaya.

Such a line would cut the United Nations force in southern Lebanon into three, possibly four, sectors. If the guerrilla war against Israel and its Lebanese militia allies continues, some UN units, including the Irish and the Finns, could find themselves in a very dangerous position.

Having permitted Israeli soldiers and plain clothes intelligence men to move through the UN zone for two and a half years, arresting civilians and blowing up houses, the UN is going to have to decide whether to give identical free passage to anti-Israeli guerrillas who are, after all, Lebanese.

Impromptu kiss for Princess from Florentine

By Our Foreign Staff

More than 5,000 people filled the Piazza San Giovanni in the centre of Florence to see the Prince and Princess of Wales yesterday, despite cold and drizzly weather.

The Princess, wearing a white wool suit with a black velvet bow tie, was presented with flowers by a young unemployed man, in the crowd, who kissed her hand as she paused.

The Royal couple visited the city's fourteenth-century cathedral but were unable to get a clear view from inside the huge cupola because of scaffolding erected for restoration work.

Later the Prince and Princess visited the church of Santa Croce near by where Michelangelo is buried, and which houses statues of the philosopher Niccolò Machiavelli.

Crowds throng town for Neves burial

From Patrick Knight, São Paulo

The small town of São João Del Rey in the mountains of Minas Gerais state was almost overwhelmed by the tens of thousands who came to pay their last respects to President Tancredo Neves, when he was buried there yesterday, beside other members of his family.

Despite the crush - the town's 30,000 population was more than doubled - there was no repetition of the hysteria that occurred earlier outside the Governor's palace in Belo Horizonte, where a crowd of several hundred thousand pushed down the guard rails in their anxiety to see the body.

At least five died, and more than 150 were injured.

A worse tragedy was only averted by the widow of Senator Neves, Dona Risoleta, making an impassioned appeal from

the palace balcony, assuring the crowd that they would all have a chance to pay their respects. An estimated 100,000 queued all night to file past the body, as 40,000 had done the previous night in Brasília.

As well as five heads of state, Mme Danielle Mitterrand, the wife of the French President, whom Senator Neves had seen during his short tour of Europe in January, travelled to Brasília for the memorial service, which was attended by representatives of 80 countries.

The team of 28 ministers chosen by Senator Neves is expected to hand its resignation to President José Sarney today or tomorrow. It is understood that all will be confirmed in their posts by the time being, though some ministerial changes are expected later.

Red Cross hot line for Press in peril

From Alan McGregor, Geneva

A more definite role for the International Committee of the Red Cross (ICRC) in protecting journalists "on dangerous professional missions" will emerge ultimately as a result of the two-day round table convened by the committee at a conference centre at Mont Pèlerin.

As a more immediate interim step, a "hot line" procedure is to be established through which the ICRC can be informed immediately of critical situations.

According to figures put before the meeting, more than 500 journalists, including photographers and cameramen, have been killed, or murdered, on assignment since the Second World War.

مكتبة من الأصل

● Formidable opponent for Reagan ● Sluggish talks EAST-WEST TENSIONS

Gorbachov's tough speech

Soviet criticism of US augurs badly for summit

From Richard Owen, Moscow

Mr Mikhail Gorbachov's attack on American "negativism" at Geneva, and his charge that the United States discuss space weapons, augur badly for the prospective Reagan-Gorbachov summit in September, diplomats said yesterday. But they added that the Soviet leader's tough speech at Tuesday's Central Committee plenum - his harshest yet on arms control - was probably aimed above all at tomorrow's Warsaw Pact summit in Poland. The meeting will reinforce pact unity and Soviet bloc anti-Western vigilance, themes also expected to dominate Victory Day celebrations in Moscow on May 8 and 9.

The Soviet leader is emerging swiftly as a formidable opponent for Mr Reagan. His speeches since coming to power in March combine fast footwork on East-West issues with a radical reform programme at home.

Mr Gorbachov scarcely has been seen on Soviet television since he came to power, yet already his personality is unmistakably stamped on the Kremlin. At the plenum, reported extensively in yesterday's press, he was able to propel three close allies, General Viktor Chebrikov, the KGB chief, Mr Yegor Ligachev, responsible for personnel, and Mr Nikolai Ryzhkov, in charge of economy, into the Politburo, increasing the membership at a stroke from a depleted 10 to 13.

Mr Grigory Romanov, once his rival, is now isolated. As if to symbolize Mr Gorbachov's dominance, television showed his wife Raisa, smiling and applauding in the audience at Monday's Kremlin meeting marking Lenin's birthday.

The only drawback, it seems, is that Mr Gorbachov is not yet able to ease out Mr Nikolai

Tikhonov, the Prime Minister, who will be 80 next month. On the other hand, Mr Gorbachov has enough members of his team in place to control policy, and the Deputy Premier, Mr Gelidar Aliyev, is a like-minded ally.

Mr Aliyev made a remarkable speech at the Lenin birthday gala, calling for drastic economic change and praising the "great Russian people" for transforming Russia into a modern state.

Russians were impressed last week by Mr Gorbachov's unexpected walkabout, when he visited a school, a factory and a housing estate and dropped in on an obviously apprehensive working-class couple for tea.

At the plenum, Mr Gorbachov admitted "quite a few difficulties" in the economy, complained that change was "sluggish" and demanded decentralization and promotion of young people to raise living standards fast.

It was as much this promise of a Gorbachov consumer boom which attracted public comment as the attack on American imperialism for trying to dominate the world or Mr Gorbachov's accusation that America had not tried to seek agreement during the first round of Geneva arms talks.

"It will be a rough ride between now and September, with more attacks on Reagan before then," said one intellectual. "But the Soviet Union will return to Geneva at the end of May, after the recess, and Gorbachov said he did not want a recurrence of the last breakdown. More important to us is whether he and his new team will turn all this talk of urgent reform into reality, or whether it will still be just talk by the time the party congress meets in February next year."



Briefing for Nato

Slow going in Geneva, say Americans

Two of the American negotiators at the Geneva arms control talks, Mr Max Kampelman (centre) and Mr Maynard Glitman were greeted yesterday by Mr David Abshire, the United States Ambassador to Nato, when they arrived in Brussels to brief Nato permanent representatives.

With Senator John Tower the negotiators gave what diplomats described as "a very full account" of progress in the talks (Frederick Bonnart reports from Brussels). Their statements were covered by the confidentiality rule that both the Americans and Russians have imposed on themselves, but diplomats said neither side's position had shown much movement.

The first round of negotiations was said to have been "probing", but it was said to be clear that there was little flexibility in the

Russian position. Soviet negotiators expected the American side to make concessions, in particular to make a firm link between strategic nuclear arms and space defence. The talks will resume on May 30.

A substantial number of new SS20 missile bases were under construction in the western Soviet Union, Mr Richard Burt, the American Assistant Secretary of State for European Affairs, announced in a separate briefing on intermediate range missile negotiations.

Although some older bases were being closed in the central Soviet Union, new bases were being erected further east and west, which was expected to give greater accuracy to the missiles due to be deployed in them, possibly on the conclusion of the Soviet moratorium in November.

Tit-for-tat diplomacy

Russians warn of more for the firing line

From Richard Owen, Moscow

The Russians revealed yesterday that in addition to the three British diplomats who are being expelled from Moscow, a number of others had been warned about their conduct.

In the first Soviet mention of the "tit-for-tat" expulsions announced in London on Monday, Tass said Moscow hoped Britain "would in future abstain from unjustified actions against Soviet representatives in Great Britain" to avoid putting obstacles in the way of "the normal development of relations".

The British Embassy in Moscow confirmed the Tass report, which clearly implied that Moscow would expect further British diplomats - and possibly other resident Britons - if Britain ordered any more Russians out the country and thus continue the tit-for-tat expulsion spiral. The Embassy declined to say how many more Britons had been warned, or give their positions.

There are fears that Moscow could in any case expel two further British officials to even the score. So far five Russians - four diplomats and an Aeroflot official - have left Britain, but only three British diplomats have been told to leave Russia by May 6. They are the naval attaché, the assistant naval attaché, and the second secretary (scientific).

The fact that the Kremlin had refrained from mentioning the expulsions for two days was initially seen as a sign that it wanted to play down the incident in order to limit the damage to Anglo-Soviet relations, which *Pravda* recently praised as "vigorous" and fruitful.

● LONDON: The last two Soviet diplomats to be expelled from Britain left Heathrow for Moscow yesterday, still protesting their innocence (our Diplomatic Correspondent writes).

They were Mr Oleg Belaventsev, a third secretary and Captain Victor Zaikin, deputy naval attaché - who left wearing full uniform.

At the airport, Mr Belaventsev said he had tried to do everything possible during his stay for "mutual and beneficial" co-operation between Britain and the Soviet Union.

"I have met people - ordinary people - who have wanted improved relations. In the Commons Sir Geoffrey Howe said he would like to improve relations - but this is not the way to do that."

Meanwhile Sir Geoffrey, in a speech at Guildhall, referred to the Government's "firm and unwavering" commitment to the establishment of confidence and security relations with the Soviet Union and the countries of Eastern Europe. Despite their differences the two sides had real interests in common which they should seek to discuss, he said.

Sihanouk under pressure from Asean to stay

Bandung, Indonesia (Reuter, AFP) - Non-communist South Asian countries are to ask for Prince Norodom Sihanouk not to resign as head of the anti-Vietnamese Cambodian guerrilla coalition, a senior Asean official said yesterday.

The official, who asked not to be named, said Asean - the Association of Southeast Asian Nations - would ask the coalition Prime Minister, Son Sann, to appeal to Prince Sihanouk.

Prince Sihanouk said in a telegram to French correspondents in Peking yesterday that this was his third offer of resignation since last year. The other two had been rejected by his allies in the three-sided coalition, he said. He had asked to resign because of ill-health and because he needed time to write his memoirs.

News of the resignation offer

surprised delegates at the commemoration of the 30th anniversary of the Africa-Asia Bandung Conference.

Son Sann, who heads the Khmer People's Liberation Front and represents Cambodia at the meeting, said there were differences in the coalition but he did not expect Prince Sihanouk to resign at this stage.

The United States has also expressed hopes that Prince Sihanouk will stay on.

At yesterday's opening of the Bandung conference, President Suharto of Indonesia warned the West that prolonged backwardness in the Third World would lead to disaster for industrialized nations.

He said that the only way to close the gap between advanced countries and the developing world was to establish a new international economic order.

Chun set for warm visit to America

From David Watts, Tokyo

President Chun Do Hwan of South Korea begins the second visit of his presidency to the United States today with south Korean-American relations at their highest point for almost a decade, despite trade frictions.

President Chun was one of the first foreign heads of state to visit the United States after Mr Reagan took office. Mr Reagan made a highly publicized visit to South Korea in 1983 which cemented the relationship between two leaders with similar political views who share an abhorrence of communism.

Those shared views and President Reagan's commitment to the security of South Korea were symbolized by his visit to the demilitarized zone.

The North Korean threat will be one of the most important elements of the meetings between the two leaders along with the evolution of democracy in the South.

The Americans have been urging for some time a more democratic style of government on President Chun. With the return from self-imposed exile of Mr Kim Dae Jung earlier this year and the February elections which turned out to be a bonanza for President Chun's opponents, his hosts can be expected to give him high marks.

North Korea has recently strengthened its ground forces confronting the South and moved them closer to the demilitarized zone, reducing Seoul's warning of an attack still further. At the same time the North has been testing newly-delivered Soviet Scud ground-to-ground missiles.

The South's concern is not so much about an all-out invasion from the North but low-key attacks and provocations which could create an aura of danger and instability abroad which might persuade foreigners to stay away from the 1988 Olympics in Seoul.

South Korea will start taking delivery of American F16 jet fighters later this year and is awaiting congressional approval for the sale of a second batch

Peru poll board chief shot

Lima (AP) - The President of Peru's National Election Board, Guillermo Garcia Rada, was shot and wounded yesterday, by guerrillas who ambushed his car as he rode to his office in Lima's San Isidro district.

The outgoing President, Belandier Terry, went to see Garcia Rada in hospital as soon as he was told of the attack, which came as the board was still checking the results of the April 14 presidential election.

Nicola raped

Hongkong AFP - Police said that Nicola Myers, the 18-year-old British girl who was murdered by her school friend Kenneth McBride in a park here was raped before her death from multiple head wounds. McBride, aged 17, was strangled.

Gas leak

Arras (Reuter) - The driver of a tanker whose lorry was leaking a highly dangerous chemical drove on for eight miles to avoid endangering the town of Bapaume he was passing through. Twenty-two people including the driver, were taken to hospital after contamination by the toxic gas released from the chemical.

Dowry toll

Delhi (Reuter) - At least 556 Indian women in 1984 were murdered by in-laws disappointed by the size of their dowry, despite a ban on payment of dowries and government calls for severe police action. Parliament was told here.

Mine disaster

Toyko (AP) - Eleven miners were killed and five others injured by fire and smoke in the Mitsubishi coal mine on Takeshima, an island seven miles south-west of Nagasaki.

Luzon quake

Baguio, Philippines (AFP) - A violent tremor and its aftershock injured at least 11 people and cracked the walls of several buildings in this mountain city in Luzon.

Warsaw Pact summit

Wrinkles on the face behind the iron mask

From Roger Boyes, Warsaw

Mikhail Gorbachov's speech outside the Soviet Union, after his Kremlin accession, leading a caravan of East European party chiefs, government officials and military top brass to the Radevill Palace in Warsaw to renew, with a flourish and a rattling of ploughshares, the Soviet bloc's "defensive" alliance.

The Warsaw Pact was signed in the same palace almost 30 years ago, with Albania as a co-signatory and China as an observer, during a conference for peace and security in Europe, rapidly drummed up as a response to the admission of West Germany to Nato. Out of the political realities of East Europe emerged a formal military alliance, dominated - as was the conference - by the Soviet Union and its nuclear and conventional might.

Warsaw Pact member states			
Country	Area (sq km)	Population (millions)	Capital
USSR	22,402,000	250	Moscow
Poland	125,000	33	Warsaw
Czechoslovakia	158,000	16	Prague
East Germany	153,000	17	Berlin
Hungary	93,000	11	Budapest
Romania	238,000	22	Bucharest
Bulgaria	111,000	10	Sofia
Albania	28,700	3	Tirana
China	9,600,000	1,000	Peking

part. The first is the issue of internal democracy and consensus, the second over the regional disparities between the northern and southern tiers of the pact and the final dilemma is how to reconcile the modernization of armies with stagnant economies.

● Internal democracy: Article 8 of the Warsaw Treaty emphasizes that the pact is based on the principle of equality and sovereignty of its members.

Significantly, Hungary emphasized this part of the treaty when it recently announced its intention to join in the renewal of the alliance (almost certainly for 20 years; the original treaty was valid for 20 years; and was then automatically extended for a further 10). Other members of the alliance, including East Germany, believe there could be more consultation built into the pact.

Romania, its military signifi-

cance in the pact reduced to a silver, plays the internal democracy card for all it is worth. It wants a greater say in everything: in Eastern missile initiatives, in re-equipment, in invasion strategy. But it has almost no bargaining power left, having virtually withdrawn from the military structure of the alliance.

● Regional differences: The Soviet Union still considers the northern tier - Czechoslovakia, East Germany and Poland - the most important to its defensive-offensive strategy. The southern tier - Bulgaria, Hungary and Romania - are seriously neglected by contrast. The result has been a carping tone in the armies of those countries who, though they have Soviet-trained general staffs, feel they have been reduced to second-rate forces.

● Economic problems: As the Warsaw Pact commander-in-chief, Marshal Viktor Kulikov, makes his rounds of the

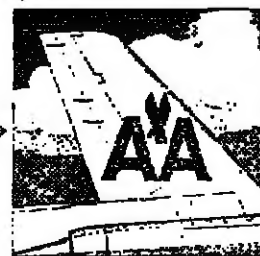
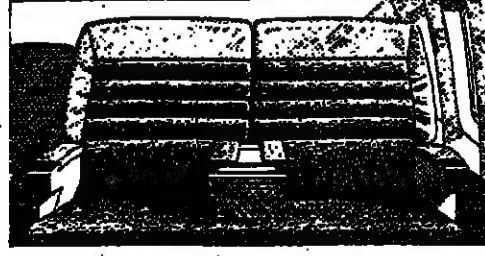
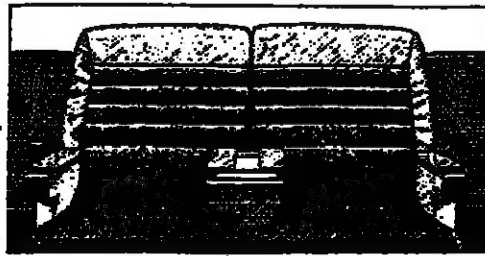
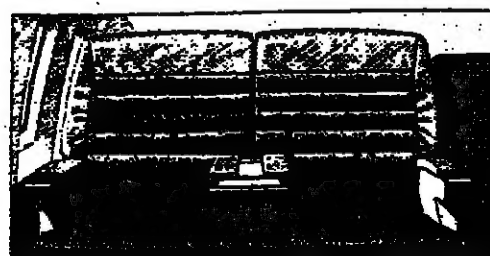
block, his most frequent complaint is that the allied armies are not modernizing quickly enough. In the southern tier, the generals can respond that they are simply not getting enough assistance, but in the north the generals have to shrug their shoulders and explain that the economy has put certain unavoidable limits on their growth.

These differences are just below the surface of the pact. They form part of the regular communication between Moscow and its allies, and on a case-to-case basis they are dealt with amicably enough. Fuel shortages, disagreement over training time, gaps in manpower, are technical issues, also affecting Nato, that can be solved by soldiers with patience and negotiation. But the pressure is strong for structural changes that will give small countries in the pact the right to take part in international policy making.

Have you heard the whisper about American Airlines new Business Class Seats? On their non-stop Transatlantic flight from Gatwick to Dallas/Ft. Worth the seats are only 6 across so you get lots more room. They're the same seats that are used for 1st class passengers on U.S. domestic flights. Those in the know also tell of spacious new overhead lockers that take all your cabin luggage leaving your feet undisturbed. More room in business class across the Atlantic is certainly something special in the air.

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Where two worlds meet in one man

Who is the living Muslim leader that most people in the West have heard of? I suppose it must be Khomeini, but the runner up would surely be the Aga Khan.

The difference is that whereas most people in the West would spontaneously associate Khomeini with Islam, and vice versa, many of those who have heard of the Aga Khan probably do not even know that he is a Muslim, still less that the community he leads was historically the extremist branch of Shiism (Khomeini's was the quietest, non-political branch).

What do people know - or think they know - about the Aga Khan? That he is a hereditary religious leader from the East whose people's devotion provides him with fabulous wealth which he spends on a lavish western life-style including the ownership of many famous racehorses. What could be less "Islamic" than that?

Some gossip columnists even go so far as to assert that his people regard him as a "living god". Nothing could be less Islamic than that, since the central tenet of Islam is that "there is no god but God".

That one should be knocked on the head right away. The Ismailis who look to the Aga Khan as their Imam are Muslims. Like other Muslims they believe that there is only one God and that Muhammad is his messenger, who received the final and complete revelation of divine truth in the form of the Koran. Like other Shiites they believe that Muhammad designated his cousin and son-in-law Ali as Imam, to provide guidance for the faithful after his death, and this Imamate was passed on to his direct descendants, with each Imam designating his successor from within the family.

Twelve or perhaps 15 million Ismailis today - he himself admits he does not know how many - believe that His Highness Prince Karim Aga Khan is the 49th Imam in a continuous line traceable all the way back to the Prophet.

They are scattered over more than 25 countries, mainly in Asia, Africa and the Middle East but with a sprinkling in the West including some 15,000 in Britain - mainly East African Asians who came here after Idi Amin

The Times Profile: The Aga Khan

expelled the Asians from Uganda. It is for their use that the new Ismaili Centre in South Kensington, which Mrs Thatcher opened yesterday in the Aga Khan's presence, is primarily destined.

The Aga Khan himself is a British subject, as was his grandfather and predecessor, Sir Sultan Mahomed Shah Aga Khan, who held the Imamate for 72 years (1893-1957) and was a major figure in British India. Yet his father, Prince Aly Khan, was Pakistan's ambassador to the UN and he himself was born in Geneva, brought up in Kenya and Switzerland, attended an American university, and now lives in France - in convenient proximity to the racing stables at Chantilly, though he denies that this is the reason why he is there.

'My racehorse enterprise must be self-sufficient'

He insists that the personal wealth left to him by his father and grandfather is quite distinct from the "institutional wealth of the Ismaili Imamate" - the latter being used exclusively for communal and philanthropic purposes. "In fact the things that I have been associated with in the industrialized world actually have been fortuitous - not even," he says with a chuckle, "the things that I would necessarily have chosen."

"I mean, for example, my grandfather died in 1957. He left the bloodstock to his eldest son, who was my father, and three years later my father was killed in a car accident. There was no question of my ever having owned bloodstock, but when my father was killed he had three children - two boys and a girl - and the question was what happened to that family tradition. And I must say I hesitated for about six months

whether I should keep the bloodstock interests or not.

"Ultimately I set myself what I hope was a reasonable response: first of all, it was a tradition that had been in the family for three generations, and a very successful tradition. I think to have just ignored that might not have been right."

"Secondly, two criteria: one, the activity had to be self-sufficient in management terms, and it had to be self-sufficient in material terms. Therefore, it takes a minute amount of my time. Economically it is a self-sufficient enterprise, and that's the way it's run. It's an independent thing."

"The same thing is true of my involvement in Sardinia. It was a fortuitous thing: I bought myself a small piece of property with a group of 12 or 15 people, and as events turned out it turned out to be a major development there. But I didn't say to myself 'your role in life is to do these sort of things, and in fact they don't take a large amount of my time'."

So why live at Chantilly? "After my grandfather died I resided for a number of years in Switzerland and I had an office in the mountains. Then, as work grew I had an office in Geneva. Then I had an office in Paris. Then I had an office in Brussels - and the reason for those offices was, frankly, essentially due to the fact that, because of the international spread of the community, I needed a large number of people from different parts of the world working with me, and some of the practical things in life can be very difficult. Labour laws in Switzerland simply don't enable you to work with a large international staff, which is what I required."

"So then I decided, all right, probably France is the most appropriate place in the western world. (a) because my family had been there before, (b) because it is a country which is well regarded within the Islamic world, always had a strong relationship with the Islamic world."

But would it not be more appropriate for an Islamic leader to live in the Islamic world? The option was considered, but "it seemed to me that institutionally it was better to have a country that was in a stable part of the industrialized world where I



His Highness Prince Karim Aga Khan: 'It's perfectly acceptable for me to live between East and West'

could achieve a certain number of objectives which would have been very difficult if I were located elsewhere."

"First of all, I needed to be politically independent. Had I been somewhere in the Third World there probably would have been some form of association, in image if not in fact. Secondly, I think that what my grandfather was able to do was to bring a lot of knowledge from the industrialized world to his community."

"So I decided ultimately to bring all these offices together."

'Muslims have been too much influenced by the West'

But working with "a relatively rapidly growing organization" in a major city also proved to have its practical difficulties, "so it seemed to me that it was much more logical to move the organization outside Paris, close to the two airports."

"I really have the capability to have my office grow as I need. It is extremely functional - at least I shouldn't say that myself but I think it is very functional - and it's given the institution of the Imamate the capability to be much more effective."

He rejects the idea that France

is part of *dar al-harb* - the "house of war" as opposed to the "house of Islam" in traditional Islamic terminology. "Be careful: I am living in a country where the people practise a monotheistic faith. They are called within Islamic terminology *ahl al-kitab* (people of the book) and, if I'm not wrong in my history, it's perfectly acceptable for *ahl al-kitab* to live within a Muslim environment and vice versa, so I see no problem there."

"Don't forget also that the community has its structures throughout the developing world, so it has its leadership; secondly I visit these countries regularly; thirdly community relations are genuinely easier today."

He also refuses to see any problem in the fact that the Islamic world in recent centuries has been overtaken and even dominated by the Christian or post-Christian West. "I don't view the message of Islam in terms of competitiveness among faiths. I don't think that's an Islamic concept. Islam has taken into its body, into its society, people who have been non-Muslims, and it has learnt upon them fairly extensively, and many of the great scientists were people who originally may have been Christian, or Jewish, or whatever they were, and subsequently became Muslim."

"I don't think this concept of the predominance of Islam in the

sense of being victorious in material terms has got anything to do with Islam at all. What the message of Islam says is that Islam is the final revelation, the final form, of monotheism to man, but it doesn't reject the previous messages of monotheism."

He agrees that many Muslims today feel they have been too

'His secret choice of successor has already been taken'

much influenced by the West and need to reaffirm their own identity. But he asks, "is that a rejection of the faith of the West? Or is it a rejection of the society of the West? What is it saying, I think, is that there are certain aspects of 20th-century society outside the Islamic world that it does not wish to inherit, it does not wish to absorb" - including, "things which in the industrialized world some consider freedom, others even within the industrialized world itself consider licence."

Does he mean sexual licence, for example? "I wouldn't even talk about that. I mean I think there are many professions where there is a feeling that the freedom to be irresponsible has gone too far." An allusion to the

BIOGRAPHY

- 1936: Born December 13 in Geneva, son of Prince Aly Khan and Princess Joan Aly Khan. Early childhood in Kenya, then years at Le Rosey School, Switzerland.
- 1957: Succeeded his grandfather as Imam.
- 1959: Graduated from Harvard (BA Honours in Islamic History).
- 1960: Father killed in car accident.
- 1967: Established the Aga Khan Foundation.
- 1968: Married Begum Salimah, nee Sarah Croker Poole.
- 1970: Birth of Princess Zahra.
- 1971: Birth of Prince Rahim.
- 1972: Birth of Prince Hussain.
- 1973: Established Aga Khan Awards Foundation.
- 1978: Established Aga Khan Programme for Islamic Architecture at Harvard and MIT.
- 1982-83: Silver Jubilee.
- 1983: Opened International Aga Khan University in Karachi.
- 1984: Established Aga Khan Fund for Economic Development.

journalistic profession." He laughs. "Certain professions."

What about the Muslim attitude to women? "I think it's a question, really, of the way women behave in modern society - and the way men let them behave in modern society" (another chuckle). "I think it's a question more of the social relationship between man and woman than it is anything more - I would say - brutal than that."

"For example when you look at what is being said to be Islamic, what is really the issue - isn't it an issue of decency? More than anything else it is what is an acceptable relationship in society between man and woman... I don't think Islam says that a woman cannot be a good entrepreneur or cannot be competent in any field she wishes to choose."

From this he does not exclude positions of command. But what about the Imamate itself? Could we one day have a female Imam? "I would doubt that... because if you look at the revelation ever since the Prophet Muhammad, it has always been the men who have been hereditarily the people who are answerable - just as I doubt very much whether a woman could ever be a pope or anything like that." But this would not apply to political functions - a woman President of the Republic is quite acceptable.

For the moment, though, it seems safe to assume that his secret choice of a successor - which will be made known only on his death - falls on a male member of his family. The decision is already taken - "I have to have that decision - I don't know when I will die" - but it can be changed. "I can change that until the last day of my life."

Edward Mortimer

THE TIMES Saturday

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KNOWLEDGE FOR SALE?

This week, The Times Educational Supplement reports on the growing industry of private tuition. It is extremely difficult to estimate how many full-time teachers do private tuition in their spare time. However, one nationally organised tuition agency claims that of the 12,000 or so tutors in its books, around 40% are full-time teachers. Apart from those employed by the many, sometimes dubious agencies, there are also numerous individual teachers who advertise in shop windows or local papers. Taken all together, at the £7 or £8 an hour that is the going rate, it amounts to tens of millions of pounds of extra earnings - almost all of it undisclosed to the Tax-man.

THE TIMES
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Simon Napier Bell describes how the pop band he manages made an historic tour

How Wham! hip-hyped into China

Peking is bustling with a new energy. Hand-painted billboards are advertising everything from computers to clothing. The clapped-out taxis of a few years ago have been replaced with new Datsuns and Volvos. Overseas companies are financing construction work all over the city: the Germans are building factories, the Americans hotels, and the Japanese are selling consumer goods. But until now Britain has been totally left out.

As soon as Wham!'s concert had been arranged, I talked with the British Embassy: pop music has been one of Britain's most successful exports and I wanted official support. Sir Richard Evans, our ambassador, agreed to attend the concert. That meant the Chinese had to match him with someone from their side. From then on the whole affair was upgraded. It was no longer a rock concert, it was a political event.

The Chinese leaders we met were mostly from the privileged middle-classes of the 1920s and 30s: left-wing intellectuals rather than working-class revolutionaries. Full of charm and diplomatic finesse, many of them had studied at foreign universities. And it is obvious that they no longer wish China to be isolated. They're highly aware, highly intelligent, and intent on change.

They know the arrival of western youth culture is inevitable, and they must have thought they would benefit from the hoo-ha we would create from being the first group into China. The acceptance of rock music is good propaganda. It gives confidence to all those overseas investors with billion-dollar projects in the pipeline. But also, allowing Wham! to play in China was a genuine part of the government's new policies.

Recently *China Youth Daily* said: "Play is also a form of production. Only with an adequate amount of winning and dining and fun and games will the productive power of the workers be restored." Even so, Wham!'s concert was treated with great caution. Usually, when a foreign performer appears in Peking, a government directive tells the audience: "Enjoy it and learn". Before Wham!'s concert, the audience was told: "Enjoy it but DON'T learn."

Despite this strange warning, China is beginning to look like a



Wham!'s George Michael and Andrew Ridgeley on the Great Wall: the first western pop group to play in China

real market for western recording artists. The government has seen that the way ahead is through giving people incentives. As a result, the shops are full of previously unseen consumer goods, jewellery, cosmetics and electrical products.

Business is booming, and that goes for record shops too. Cassettes sell for around £2, and although that makes them a luxury, it is no more than the cost of a meal out or a new shirt. There are two hundred million people between 18 and 34 who can make that choice about once a month.

Dancing, including disco dancing and rock'n'roll, has received unqualified government approval. Peking's mayor opened a city-wide dance competition, saying: "Social dancing strengthens the body and tempers the spirit." Villages are now persuaded to run local dances and the government provides instructors to teach the latest steps. Even the army is offering its recruits free instruction in how to get down and boogie.

Obviously if the government approves of disco dancing it can hardly disapprove of disco music. But at the moment, what's available in the shops is unsophisticated and locally made, reminiscent of the worst of Eurovision songs.

In the major cities, dance-halls play the same western disco records that are heard everywhere else in the world. People can dance to them and are not disapproved of. Central

pay for everything, even the rent of the hall, the construction of the stage, and the printing of a free programme. The Youth Federation would take 100 per cent of all income from the sale of tickets. Financially it was a terrible deal, but as part of an overall plan to get records into China it was just what we needed.

In planning the venture we made sure that Wham! were well known in Canton, where the record would first go on sale. Over six months we had encouraged as many Hong Kong artists as possible to make Cantonese cover versions of "Careless Whisper". These Cantonese versions became very popular and were broadcast continuously. Since Canton picks up Hong Kong radio, that guaranteed us both good record sales and a successful concert.

However, in Peking Wham! were not known at all. Ticket sales would be no problem: an announcement that a western pop group was to play a concert would sell any hall ten times over. But, for a large part of their show, Wham! rely on audience participation, so we decided to give away 15,000 cassettes, one with every ticket. Besides teaching the audience the songs, it also established that there was no official disapproval of Wham!'s record. And it made the cassette a valuable commodity. Fifteen thousand young people had it: two hundred million didn't.

People started queuing the day before tickets went on sale. It was unprecedented for Peking. By midnight there were five hundred people, by the next morning, several thousand. In three hours the tickets were all gone, and by four in the afternoon cassettes were being bartered and re-sold all over Peking.

Last week, Wham!'s compilation record was released. The initial manufacture is 600,000 units, which we expect to sell in Canton alone. Another will be released on May 1. The overall potential is vast.

As we left the hotel in Peking, George Michael pointed to something and said, "Look, that sums up the whole trip perfectly." It was a stone statue of a Chinese dragon, and somebody had shoved a Coke can in its open mouth. Perhaps, when they invited us, the Chinese failed to realize it was not just music they were letting in; it was the whole mechanism of music-industry hype.

CONCISE CROSSWORD (No 628)

ACROSS

8 Sonnet area (9,4)

9 Pervious (13)

10 Begot (9)

11 Tag (5)

12 Implicitly (7)

13 Sociable (6)

14 NEIX (5)

22 Delirium (9)

24 Prohibit (13)

25 Aachen (3,2,8)

DOWN

1 Causing death (6)

2 Socialite (6)

3 Airship (8)

4 Legion tenth (6)

5 Russian emperor (4)

6 In flying position (6)

7 Cure (6)

12 Afflict (3)

14 Scorn (8)

15 Cover (13)

16 Hawker (6)

17 Building extension (6)

18 Plaid dram (6)

20 Tinker (6)

21 Over there (6)

23 Spur (4)

SOLUTION TO No 627

ACROSS: 1 Gypsum 4 Palace 7 Gore 8 Caucasus 9 Find a job 13 Mew 16 United Kingdom 17 ESN 19 Morocco 24 Berber 25 Silo 26 Canyon 27 Mainly

DOWN: 1 Cla-Ga 2 Perdition 3 Mecca 4 Pluto 5 Lear 6 Truce 10 Dream 11 Joker 12 Bonus 13 Medallion 14 Worm 15 Tune 18 Sheer 20 Odeon 21 Opium 22 Wily 23 Dory

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TIME



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Phoenix rising

TIME Magazine commemorates VE Day by reflecting on forty years of peace, prosperity and problems.

VE Day marked not only the end of one of history's greatest catastrophes, but the beginning of one of its greatest miracles. In its cover story this week, *TIME Magazine* surveys both the astounding successes and the sometime failures of postwar Europe.

TIME observes that the profoundest change resulting from the war is in the way Europeans see themselves. The power they wielded for centuries passed, on May 8, 1945, to the Soviet Union and the United States. The end of the war initiated forty years of material gain. But, for many, a mere consumer society is an inadequate substitute for the old sense of national identity.

But *TIME* goes on to say that by buying

each other's products, reading each other's books, even sharing each other's disappointments in the present, the nations of Europe are discovering common cause. They are building economic, cultural and social ties that may one day lead to political union.

TIME also appraises the two great European anomalies: Germany divided and hoping for reunification without being sure that it is possible or even desirable; and the East Bloc, caught between Western influence and Soviet domination.

History for one generation, memories for another, *TIME's* very comprehensive overview celebrates the 40th anniversary of VE Day by celebrating human endeavor, achievement and courage.



More goes into it.

BOOKS II

The up to date Eng. Lit.

I must begin with a confession. A couple of years ago I received a letter from Margaret Drabble asking for suggestions in the line of omissions and inclusions for 20th-century poets in the revised "Companion". The letter sat on my desk, made me feel guilty, gathered dust, and after a while became obscured under a pile of other unanswered correspondence. My habit is, when these piles become too enormous to bear looking at, to move my work to another room in the house. On this occasion, no spare room was available, so I built a loft extension. Now the loft is full of letters and I am back in the kitchen. It would be of course extremely unfair to use this opportunity to complain about omissions of 20th-century poets from the revised "Companion". Still, here the book is, a striking project for a successful novelist to have undertaken. What exactly is it, and what is it for?

I imagine that most people's first acquaintance with Sir Paul Harvey's original Companion would have been at school. To be educated, you are obliged for some reason to know the difference between a metaphor and a simile. Similes are easy, but metaphors appear hard to define. Drabble retains Harvey's "The transfer of a name or descriptive term to an object different from, but analogous to, that to which it is properly applicable, e.g. 'abysmal ignorance'." Tough luck for the schoolchild who tries to retain that in the memory: the definition is hard to unravel, and the example is not a metaphor. Abysmal has lost its primary meaning. "The abyss of ignorance" would have been a metaphor, but it's too late. The essay should have been written and the school bell has rung.

Over the page, we come to Metre, an entry which should be a key to the technical understanding of English poetry. Drabble has expanded on Harvey, who obviously couldn't be bothered with the subject; but half the entry is concerned with classical and medieval precedents, which are important in their way but actually beside the point when we come to the nuts and bolts of our poetic practice.

James Fenton on Oxford's latest report on our writers

THE OXFORD COMPANION TO ENGLISH LITERATURE Edited by Margaret Drabble Oxford, £15

The five-inch summary of English prosody ends with the sentence: "Verse in the 20th-cent. has largely escaped the straitjacket of traditional metrics" - which sounds as if it was written not for but by a schoolchild, some bright but ignorant recent convert to ecummings. In fact all the masters of modern poetry in our language have been masters of metre. You will do well with this Companion if you want to know about skaldic verse or sprung rhythm, badly if you want to know the history of our blank verse. There are five lines do rhyme. There is nothing of syllables. If you look up *offera rima*, you will learn that the lines had 11 syllables in Italian, and that the stanza was "used to great effect by Byron in *Don Juan*, with a 10-syllable iambic line." This is unfortunately expressed, since one of the keys to the success of *Don Juan* is its use of feminine endings to comic effect. (Another mistake inherited from Harvey.) You will do well on concrete poetry, badly on the varieties of sonnet.

So far, then, the Companion appears an unreliable guide to the student interested in the fundamentals of poetry, but it is a big work, over 1100 pages long. Drabble has emphasized the idiosyncrasy of Harvey's work, and her own version has much of her personality and interests. So we get a section of the art of biography (but nothing on the very English art of autobiography, or on diaries). Detective fiction is treated as a genre; but the thriller and the spy story are not so elevated. Kitchen-sink drama gets in: the Whitehall Farce does not. The Royal Court is in;

but neither the National Theatre nor the Royal Shakespeare Company rates an entry. Obviously, even in so large a book, choices have to be made, and the thing to do with the preceding omissions is to treat them as choices. This Companion does not think that the National Theatre is of any significance for the student of our literature. Nor is the RSC. This is a point of view.

Moving from generic terms to catch-words, you would do very well with this companion's definition of Kafkaesque, but - and I think this both odd and out of character - you would be stuck for Shavian unless you knew that it derives from Shaw, and even then you wouldn't get a definition of Shavian wit. Perhaps there isn't one. I doubt you would be able to tell what people mean by Joycean. "The style labelled by popular imagination as Pinteresque" is interestingly exemplified - "nameless menace, erotic fantasy, obsession and jealousy, family hatreds and mental disturbance" - but do these wide-ranging examples pin down the style?

There is a spirit of seriousness throughout the companion. For instance: *The pun fell into disrepute in the 18th and 19th centuries, but was somewhat reinstated as a form of ambiguity in W. Empson's Seven Types of Ambiguity.* This is a trifle solemn and wrong. It is true that the Elizabethan use of the pun is not extrapolated into the poetics of later centuries, but if we are going to bring in Empson we might as well think about Joyce and the style currently called ludic. And of course the pun has always had its respectable fairs, particularly in the light verse of the 19th century.

I should have said more about the biographical entries. John Carey is credited with the Metaphysicals (for whom the most radical updating would have been necessary) and I have pursued his work with pleasure. But of course (and this is where the structure is unfair) a good entry on Donne in such work is simply one that is full enough, and not wrong.



I'm really surprised that there is more on Kingsley than on Kipling, and that the latter entry is so downbeat. I also think that the judgement on Meredith's *Modern Love* could have been much more appreciative (and there should have been a definition of the Meredithian Sonnet). Of the moderns, my test case would be Auden, and I guess that the author here is Humphrey Carpenter. The account works excellently against the received wisdom on his development. To say that *The Shield of Achilles* is considered by many to be his best single volume may not yet be true. But I hope it will become true as the influence of this book extends.

A work so generally up to date

should not believe that Bruce Page is still editor of the *New Statesman*. The word *Horatian* is very important and should be defined. I forbore to say this when reviewing Roger Lonsdale's anthology of Eighteenth-Century verse, but it is thoroughly frustrating to see Elijah Fenton, a distinguished poet who helped Pope translate Homer and whom Johnson thought worth writing about, being deleted from the history books. Others might think it odd that Augustus Hare never got into Harvey or Drabble. Who was Augustus Hare? That's what I'm complaining about. This is the kind of book to which I would turn for precise information about Augustus Hare. But he's not there. So I don't know.

Ghastly novels and the real thing

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not so much romantic narrative as emotional balance sheet; a closely observed, precise accounting of yearly capital expenditure, gains and losses, in the power-play which can persist, agonizingly, between intelligent people so deeply in love that they cannot rise to the friendship which alone can ease lives merged in mutual obsession.

"At times it seemed they spoke to each other in a recondite, courtly language which required that each comment, each response, be decoded." Yes, Mr Harsett communicates on clear; and Francis Wyndham's five stories, suitably tailored to a stylish line in crepe de chine manners and pre-war nostalgia, tap out a similar desolation behind "a spirit of pure hedonism which quickened the atmosphere with its promise of an extended treat."

He casts an original eye on "the infuriating innocence which can accept, and perhaps rightly dismiss as irrelevant, those minor vices (gastric snobbery, insecure egotism, scared conventionalities) which madden the more complicated and drive them to desperate measures." From Mrs Henderson, "aloof hermaphrodite and elegant sphinx" to a subtle study of bereavement twined round with writer's block, Mr Wyndham's is the best fiction of the week. Shall I wrap it up?

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Peter Martin

THE AIRMAN AND THE CARPENTER By Ludovic Kennedy Collins, £12.95

To see Charles Lindbergh's "Spirit of St Louis" hanging from the roof of the National Aviation and Space Museum in Washington is to be awed by the achievement of the man who flew this petrol bomb of a single-engine monoplane 3,500 miles from New York to Paris in 1927 and, in doing so, began the era of long-distance air travel in which we live today. To read Ludovic Kennedy's account of the way in which Bruno Hauptmann was framed, tried, and executed for the kidnapping and murder of Lindbergh's infant son Charlie is to fear that there is no such thing as justice - in or out of court. It is also to be reminded of Defoe's aphorism "I hear much of people's calling out to punish the guilty, but very few are concerned to clear the innocent."

Few now know even the outlines of the story. Lindbergh, a national hero, marries a rich banker's daughter, a New Jersey Charlie is kidnapped. A ransom is paid but the child is not returned. His

body is found, probably dead since the night of the kidnapping. Hauptmann, a German immigrant carpenter, already living the American dream, is found passing parts of the ransom, gold and notes left with him for safekeeping by a petty crook by then dead. Convinced they have their man, the police put together a circumstantial case which lacks the essential element of any direct evidence or a confession. After a travesty of a trial, Hauptmann is found guilty and, on April 3, 1935, executed. He never confessed and protested his innocence to the end: his widow, now 86, protests it still. Since then it has become more and more of a certainty that Hauptmann was guiltless.

From his detailed analysis and by his convincing argu-

ments Kennedy places much of the responsibility for this discreditable episode in legal history where, perhaps surprisingly, it probably belongs - with Lindbergh himself. Lindbergh's responsibility is as much indirect as it is direct.

What was the connection between these two young victims Lindbergh and Hauptmann? Lindbergh the victim of an unwelcome, godlike devotion by a proud American; Hauptmann the victim of a idolatrous society needing a sacrifice to placate its wounded god. Lindbergh, with his passion for accuracy, might have saved Hauptmann's life if he had not been so ready positively to identify Hauptmann's voice as the one he had heard, from 100 yards away, say only "Hey, Doc" in a dark cemetery where the ransom money was handed over by an intermediary.

Given the poverty of the rest of the case, a jury, fearlessly directed, might have thrown it out if Lindbergh had been less certain - or even challenged by the defence on his identification: which he was not. But the runaway train of perjury finally overran Hauptmann.

Kennedy demonstrated to perfection what some know - that a vicious and uncontrolled press, dishonest police, so-called "experts", perjured evidence, incompetent lawyers, prejudiced judges, and the average jury is a combination pretty hard to beat - and it was a combination against which Hauptmann had no chance. Fifty years on it is less likely that such a thing could happen again in such a case, in the United States; but, as I read on, I wondered what might have happened in Dallas if Jack Ruby had not shot Lee Harvey Oswald.

Following so closely on Philip Ziegler's (much bowdlerized) *Mountain*, Collins has picked another winner with this sympathetic, humane and, above all, convincing account of an American tragedy which must not be forgotten any more than Sacco and Vanzetti, the Scottsboro boys, or Lindbergh's exploits should ever be.

One dark night, my Tudor Ford climbed the hill's steep, I set out for love-cars. Lights turned down, they lay together, huddled, where the graveyard shivers on the town.... My mind's not right.

The literary nature of "Skunk Hour" has been insufficiently stressed. *One dark night* calls up St John of the Cross, ten lines later I myself am hell brings in Milton and Marlowe. The language of the skunks in the final stanza is certainly arresting, but the structure of the poem as a whole is too flimsy to carry its ambition. Those who thrill to such a declaration as *My mind's not right* because it sounds "honest" or "direct" might be in the grip of a peculiarly modern confusion of sincerity with crudity. Above all, it seems worth insisting that in *Life Studies* Lowell did not suddenly cease to be a rhetorician. What the book sees him doing is changing the tone of his rhetoric.

Subsequent volumes from this poet appear to me to have confirmed this, especially another two now also made available in paperback - *For the Unborn Dead* (Faber, £2.95) and *Near the Ocean* (Faber, £2.95).

Rhetoric, vision, and toes

POETRY

Robert Nye

So how good was Robert Lowell, after all? These three books, revisited, seem to have shrunk in stature. They show a man of much talent playing a part, fulfilling a mode, belonging to the politics of literature rather too much to belong to poetry. Whether the man was ever really the major poet he aspired to be I beg leave to doubt. Perhaps every age gets the Lowell it deserves? Robert was better than his cigar-smoking cousin Amy, empress of imagination.

It must be about a quarter of a century, too, since the very different voice of Peter Redgrove began to be heard on the scene. The Man Named East (Routledge & Kegan Paul, £4.95) is his sixth collection, and it is full of the kind of extraordinary things we have come to expect from him. Redgrove, self-described as a "Scientist of the Strange", lives in Cornwall, in a small seaside town, and many of the poems in this book draw their imagery from wind and water, coastal strife and Cornwall's rock, the elemental battle he sees around him. All the same, he is nothing so simple as a Nature poet, this occult metaphysician intensely committed to his own way of thinking about the world in images. The poems have a wholehearted fan of Redgrove when he goes magicking, but when he leaves out the blood and shit and jewels and concentrates on saying something difficult in the simplest way he can then he writes superbly.

The third girl points at a star. At night, she says, when all the

stars are out, She feels their rays feathering on her face, Like a fringe of threads. She stands by the bed's low thunder.

Of all living English poets he is the one most likely to surprise himself and us with a quality of pure inspiration. The work in the new book is as uneven as ever, and more in the way of poetry than individual poems, but at best there is a genuine original vision informing it.

Gavin Ewart would no doubt hate to be told that vision and inspiration were still alive and well and living in Cornwall. His *The Young Pobble's Guide to His Toes* (Hutchinson, £5.95) continues the pursuit of all things bright and frivolous which Ewart has made his own in the last ten years. Yet under this poet's delightful gift for light verse there is a very mordant mind at work, concentrated wonderfully on the eternal verities of age and sex, of birth and copulation and death. The title poem, a spirited rejoinder to Edward Lear, is very much a key one here. In Lear, it will be remembered, when the Pobble loses his toes, his Aunt Jobiska tries to reconcile him to their loss: *It's a fact the whole world knows - / That Pobbles are happier without their toes.* Ewart will have none of this:

The moral shines bright as a mermaid's hair. Count them and keep them while they're still there! Ewart's counting them, and even writing poems with them.

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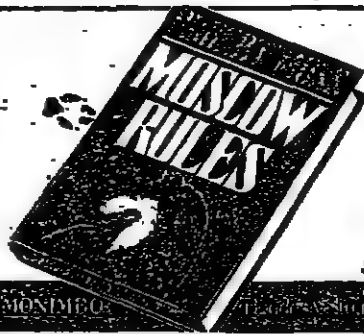
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THE TIMES DIARY

Anon no more

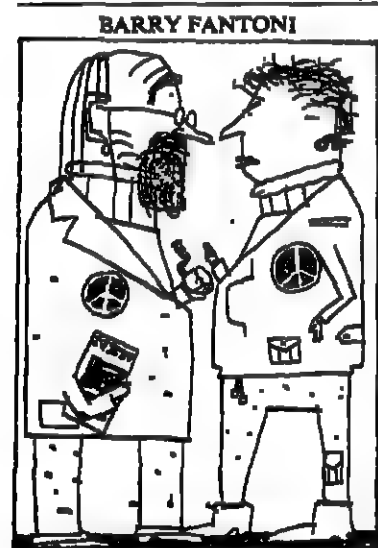
As well as its vice-president James Lamond, who are the four other Labour MPs cited by Lord Orr-Ewing in the Lords on Tuesday as members of the "Soviet-inspired and financed" World Peace Council? He did not name them, so let me do it for him. According to the WPC's own closely guarded list of 1983 they are Andrew Bennett (Denton and Reddish), a frontbench education spokesman; Robert Hughes (Aberdeen North), a former frontbench spokesman; Richard Caborn (Sheffield Central); and Ernie Ross (Dundee West). Roy Hughes (Newport East), a frontbench spokesman on Wales, also appears on the list, but he tells me he has had nothing to do with the movement since attending a Moscow peace conference in 1973. And like Lamond, he dismisses Lord Orr-Ewing's allegation as "rubbish".

Chalked up

Unlike Mrs Thatcher, transport minister Lynda Chalker enjoys travelling by train — a fact that causes BR chairman Bob Reid no little anxiety. Wherever she goes Mrs Chalker takes a little black book in which she meticulously records the train's performance — and whenever she encounters Reid, she threatens to publish the results. Not to put too fine a point on it, I understand they rather undermine BR's latest claim that 91 per cent of trains are less than five minutes late.

No golf links

Mrs Thatcher has assured the Commons that Peter Levene, the new £95,000-a-year chief of procurement at the Ministry of Defence, will be barred "at least for a year" from discussing arms contracts with his former company, United Scientific Holdings. USH is currently tendering for the MoD's £200m MCV 80 Personnel Carrier contract. Fine. But it seems there are stricter rules for chaps further down the Whitehall tree. The Institution of Professional Civil Servants' Bulletin reports that regional managers of the Property Services Agency, for example, have just been circulated with a note about conflicts of interest — such as friendships with consultants, contractors or suppliers — and common knowledge "be it golf club, amateur theatrical group or masonic lodge." All, it says, fall within the ambit of indirect interest. Such conflicts must be reported to their bosses, and civil servants must offer to pass the matter in hand to a disinterested party.



Cultivated

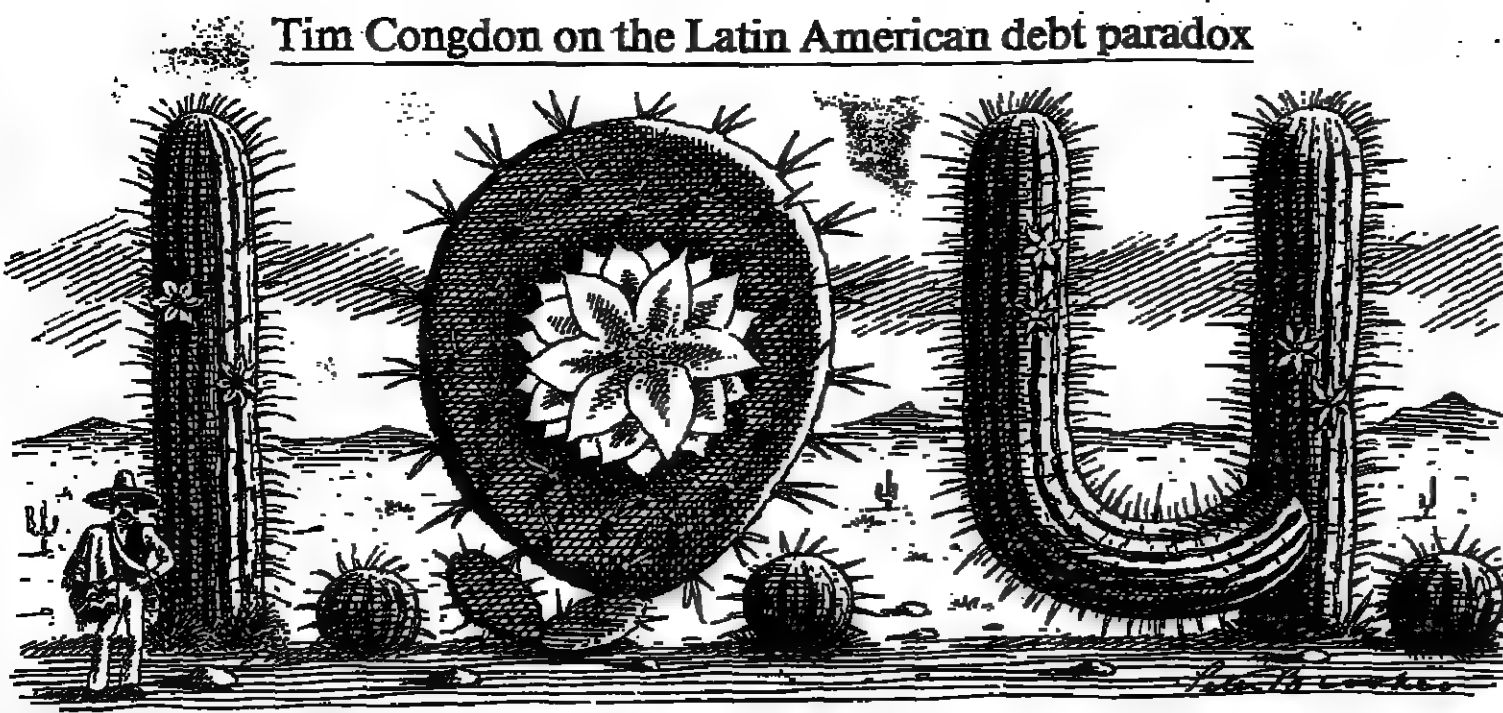
Why, I wonder, should Ken Livingstone have arranged a tour on Friday of the Brent Black Music Co-operative, into which, according to a GLC press release, the GLC has put an incredible £259,019? And why, on the same day, should he be visiting Brent's Lower Place Business Centre to see, according to another release, "this example of cooperation between the GLC and the London Borough of Brent in fruitful action"? Perhaps because Brent East Labour Party meets on Sunday to decide whether Livingstone, or someone else, should become its parliamentary candidate.

Owen goal

Labour will want to forget Tuesday's debate in the Commons during which Owen speaking from his usual spot. Not only did that little play misfire, but three leading Labour MPs actually voted with Owen in favour of union postal ballots. Arriving late for the vote, frontbench spokespeople Gwyneth Dunwoody and Barry Sheerman, and Renee Short, sponsored by the Transport Workers Union, all rushed into the wrong lobby. "A cock-up," admits Sheerman.

No key

Pianist Moura Lympnam returns to the Wignom Hall next week 50 years to the day after the first played there to rave reviews. Now 68, and 56 years into her career ("I was a child prodigy"), she told me yesterday why she moved to Monte Carlo 18 months ago — not for tax reasons but because London landlords hate pianists. "I saw round one place in Thurlow Square and the man said he knew nothing about me, my morals or finances, but if I was a piano player I would have to get the place sound-proofed." In Monaco, on the other hand, neighbours seem to enjoy her daily four-hour practising.



Tim Congdon on the Latin American debt paradox

No credit to either side

When big international banks lent money to Latin America in the late 1970s, their main objective was unimpeachable: it was to make profits for their shareholders. But they also had broader and more public-spirited motives. Governments wanted to integrate Latin America more fully into the world economy and to ensure that it remained essentially western in its political orientation.

It is hardly a secret that the US State Department welcomed American loans to countries such as Brazil and Argentina. Not only did such lending ease the region's balance-of-payments problems after the first oil shock but it also enabled bankers to spread the message that "capitalism is good for you". Preaching about free enterprise, which had not been particularly successful in Latin America in the 1950s and 1960s, acquired a new persuasiveness when backed by hard cash. Indeed, several Latin American countries — notably Argentina, Chile and Uruguay — demonstrated their conversion to the free market gospel by adopting "liberalization programmes", involving lower trade barriers, denationalization and financial deregulation.

Today Latin America is not so much integrated into the world economy as embroiled in an international debt morass. As Jonathan Hakim remarks in his contribution to *Latin America and the World Recession*, published yesterday by Cambridge University Press: "The business of financing development is at last seen to be more complex and long-term than many of the parities (especially the banks) have so far acknowledged." The hope that strengthened financial

links would be accompanied by more open trading policies has been disappointed.

Moreover, in one important respect the boom in sovereign lending has had perverse results. Instead of leading to reduced state interference in business and a smaller role for government, the debt crisis has caused South American economies to become more interventionist, more over-regulated and more controlled. Indeed, it can be argued that the greater the determination of the international Monetary Fund and the commercial banks to have the debts serviced properly, the more powerful is the impetus to interventionism and state ownership.

This may sound paradoxical. Surely the IMF and the international banks are known for their commitment to stronger market mechanisms. How can their involvement in Latin America have resulted in a retreat from this objective? How can they have failed so completely in their evangelical task to promote the free market faith?

To understand the paradox it is essential to remember the type of lending which the international banks arranged. It was not, except to a very small extent, lending to private sector companies whose default would mean automatic losses for the banks. Instead the overwhelming majority of loans were either to governments or, with government guarantees, to quasi-governmental enterprises or institutions.

The lending boom was harmless until 1981. It could even be argued that the borrowers did well in the late 1970s because real dollar interest rates were very low — and sometimes negative. The transfer of resources to Latin America was

substantial and must have been one influence behind the growth record of that period. But in 1981 the situation changed radically. As a by-product of Washington's domestic counter-inflationary monetary policy, real dollar interest rates rose to about 10 per cent and have stayed there ever since. Debts which were easy to service when real interest rates were 2 per cent have become an intolerable burden.

But, because the debts were ultimately government debts, it is the responsibility of governments, not companies or individuals, to collect the dollars necessary for the happiness, well-being and quarterly dividends of foreign creditors. This extra responsibility has given political elites, with their attendant bureaucrats and hangers-on, new pretexts for meddling with the private sector.

The processes have been various and complicated. Perhaps the most salient has been the tendency for domestic banks in Latin America to pass into state hands. In the heady days of 1979 and 1980 they were the recipients of syndicated dollar credits organized by the international banks. Argentine banks, which usually had an explicit government or central bank guarantee, were particularly eager takers of funds. The story of what they — and banks elsewhere in Latin America — did with the money is sad, but vital in explaining the continent's present financial traumas.

There seems no doubt that much of the money was lent to rich individuals who promptly left Argentina and bought apartments in Florida. In the not-so-busy days of 1981 and 1982 the banks in Buenos Aires could not get their money back and so went bust. What, in justice, should now have happened? The

Argentine banks could never have indulged in their lending follies if the international banks had not provided them with the means. Surely the fairest approach would have been to share the losses in some rough-and-ready way between the shareholders of the banks in Buenos Aires and those in New York, London and Zurich.

But the international banks had protected themselves against anything so equitable, scrutable and morally right. True enough, the shareholders in Buenos Aires lost the money they had invested in their own banks. (Since they were often the same people who bought apartments in Florida, there is no need to shed any tears.) But the shareholders in New York, London and Zurich lost nothing. Because of the iniquitous "government guarantees" the financially delinquent Argentine banks were nationalized and their debts became government liabilities. It fell on the Argentine taxpayer (not the fly-by-night rascals in Florida) to service them.

It follows that the harder the IMF tries to extract money on behalf of the international banks, the greater the resentment aroused by its austerity programmes; and the more powerful the opposition to the IMF; and the banks themselves, the higher the probability that Latin America will revert to inward-looking, interventionist and corporatist economic policies. The eventual outcome of the lending boom and the attempted "liberalization programmes" could well be a continent more hostile to free market ideas, and less integrated into the international economic system, than before.

The author is economics partner of stockbroker L. Messel & Co.

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Because book price inflation, although difficult to establish, is considerably higher than the RPI figures, libraries have unquestionably been buying fewer books. The book stock figure is high because libraries are holding on to older, damaged books rather than replacing them and are buying more paperbacks.

Money is being spent on new services such as computers and information in the appropriate language for ethnic minorities. New technology has often led to the introduction of charges, although resistance to this remains, based on the view that all library services should be free. In fact this view has become a little blurred. Since a local library well stocked with computers can provide facilities for a local businessman to conduct an entire market research programme, the left has come to accept that information is a tradable asset as much as a social right.

Yet, where charges are levied, costs are seldom fully recovered so new services usually mean that the net financial burden is increased and the scales are tipped further away from books. Unless spending on books is further reduced, librarians' ambitions to become neighbourhood electronic databases will have to be curtailed. The friendly, efficient service in most libraries often contrasts with that encountered in other council departments.

However, both the 1964 Act and the local government changes of the 1970s have drastically reduced the number of libraries. George Cunningham, chief executive of the Library Association, says only 34 libraries in the entire country now stay open for 60 hours a week. The number compared with 229 in 1975. The other side of the argument is that this represents greater efficiency since total book loans have risen, now totalling 650 million a year, and the national book stock, at 137 million has also increased.

Everybody agrees, however, that spending on books is under serious pressure. Dr Peter Mann of Loughborough University says total spending rose by 41 per cent in the five years to 1984 against a 50 per cent rise in the Retail Price Index.

national Development; and last but not least, Artificial Insemination by Donor.

Doctors tend to be logophiles and wordsmiths, perhaps because their profession is fundamentally mechanical, and they need some cultural interest. It would be a good idea if we could get them to take more care about their nomenclature. Perhaps the BMA, in consultation with equivalent bodies in English-speaking and other countries, should take on the responsibility of coining an unambiguous name for a new disease, or whenever the jargon requires a new word. I dare say we should have some linguistic philosophers in on the act.

That is not the way language works. English is not a market garden growing in neat rows, but a luxuriant and polluting wilderness. I dare say that there is a chance that when the condition is better understood, it may be renamed on the basis of its cause or mechanism. In the meantime we have to learn to live with Aids, linguistically.

Ronald Butt

This redundant charter

Everyone would like to do something about unemployment. That includes the government, on humane as well as electoral grounds. Indeed, it justifies its austere anti-inflationary policy as the necessary precondition of a higher level of durable employment. But on the way to a less inflationary society, unemployment remains painfully high for a variety of reasons, from the pressure of unit labour costs to the claims on investment of the non-productive public sector and the blow struck by the technological revolution at the old labour-intensive industries.

There is therefore much to be said for a detached analysis, without preconceptions, to see what can be done without risk of inflation. If that were its role, the new Employment Institute, inaugurated this week, would be welcome. Unfortunately that is not its position, and still less so is it that of its other self, the so-called "Charter for Jobs" (patrons: Mr James Callaghan, Mr Edward Heath and Lord Wilson) which has begun its campaign with the demand that the government should create jobs by more public spending and borrowing.

Both the charter and the institute, which is supposed to do its own research and publish other people's, start from a neo-Keynesian position. Their members deny that the exercise is anti-government, but I cannot among the list of trustees, patrons and members of the executive council find one whom I did not understand to be inimical to the present government's economic policies. But that is not the heart of the matter.

Whoever its trustees and patrons, the institute might as well produce work of interest if it started with an uncommitted mind. But it does not. Its moving academic spirit is Professor Richard Layard of the London School of Economics, a committed Keynesian, and at the outset the institute virtually endorses the charter's call for more public spending and borrowing.

Nor can the new institute be compared (as it has been) to the Institute of Economic Affairs, which has been so successful in spreading the monetarist gospel if not in securing full and pious observance. The IEA is also committed to a point of view, but its essential role is not to propagate concrete political solutions for the immediate situation, but to publish a certain school of academic works, making no concessions to political feasibility, which leaves the government to apply as much of them as it thinks fit. It is a long-haul exercise to change thinking, not a search for a quick solution.

The Employment Institute, in contrast, is committed to producing recommendations it regards as feasible for here and now; telling the government how much to spend in the present situation, and what to spend it on. It must be an exercise in political credibility, an effort to make demands acceptable to all sorts of supporters from Mr Francis Pym and Sir Ian Gilmour to Mr Michael Heseltine and Mr Denis Healey, not to mention the predominant Social Democrats in between.

The most effective power of the institute will be through the charter propaganda campaign for neo-Keynesian solutions. Professor Layard has described it as a single-issue pressure group like the Anti-

Corn Law League, but one which hopes to achieve its end sooner than the seven years taken by the League to achieve its. But what end exactly? It is one thing to conduct a concentrated campaign to repeal a law; it is quite another to campaign for a still debatable extra sum for spending and borrowing, on purposes yet to be agreed.

The charter also begs many questions. It asserts that the rise in unemployment (even allowing for wage pressures) "must mainly reflect low demand". It therefore calls for a rise in infrastructure spending, and an increase in the budget deficit which, it is said, need not cause inflation by adding to the money supply "because it is always possible to borrow outside the banking system." This seems to mean that printing money can be avoided, and that the borrowing of money already earned and saved should be possible through the gilt market. But on what terms? Under this sort of pressure, how could interest rates not rise?

The Charter also asserts that if unemployment cannot be so reduced without increasing inflation "we would consider some comprehensive approach, including incomes and prices policy, to be better than doing nothing to reduce unemployment." It is hard to conceive of a more flaccid assertion. Anything, it seems, is preferable to nothing, even if the anything is a simple reason of everything that was tried and found wanting from the days of Lord George Brown.

Which brings me to Mr Roy Hattersley, a trustee of the Charter among a galaxy of prime ministers and civil servants from the 1960s and 1970s which evokes the failed economic policies of the old social democratic consensus.

This week he has asked union leaders to join in working on a new "economic compact". He has, he insists, no intention of advocating a statutory incomes policy, or a theoretically voluntary one based on government coercion. He offers a partnership to discuss interest and exchange rates, investment, prices, and wage levels. They must decide how new resources are to be shared between wages, public services and new jobs.

"My vote," he said "is for them to be concentrated on jobs". He admitted that it was not a choice for him alone, but would be a choice for him at all, when the unions had the big battalions and a Labour government to buy them off? Mr Hattersley insists that a Labour government would not, by back-scratching with the unions, bring in policies it knew to be wrong. But what if in insisting on policies it knew to be right, it caused the unions to wreck its incomes policy? Why should they deliver next time when they have not delivered before?

It is back to the National Plan and the Social Contract, to the hope of buying off with one hand the inflation the government had created with the other, and expecting the unions to take responsibility for which they are not equipped and which is really the Government's. Mr Hattersley is in appropriate company among the new Job Chartists. The end of it all would be the old conflicts, but the theory that "it is better than doing nothing" is hallowed by the social democratic optimism of the Labour Party that got us where we were in 1979.

moreover... Miles Kingston

Of Prez, Bix and Fats

I have never met writer Alan Plater, and I am not surprised; the man must be too busy to meet people. Already this year we have seen from him *Yorkshire TV's The Beiderbecke Affair* as well as a very good novel of the same name, an episode for the Miss Marple series on BBC, and the haunting programme on Edward Lear for BBC. *On the Edge of the Sand*. What we probably haven't seen unless we live in Hull is an opera, yes opera, called *Prez*, based on the life of the great tenor saxophonist Lester Young, which was premiered last week by the Hull Truck Theatre Company. And it's still only April...

What all these pieces of Plater have in common (except Miss Marple) is the curious presence of music. The jazz opera presents great helpings of Young's music, recreated by four singers and six well-known players. *The Beiderbecke Affair* uses lots of music based on Bix's records (there were too many copyright problems to use the records themselves). And it came as something of a shock to me to learn at the end of the Edward Lear programme that all the haunting music in it had been written by Edward Lear himself.

One welcome result of all this has been the issue by EMI of a double album of the best of Bix which you can buy for only £4.99. I wouldn't go as far as the EMI press release in claiming that since the TV series "Bix Beiderbecke has become literally a household name". But what I find interesting is the way so many theatrical productions these days find music, especially jazz, a rich fishing-ground for plots.

In Hollywood films like *The Benny Goodman Story* or *The Glenn Miller Story*, the young musician plays for other bands, has a vision of how his music should sound, forms his own band, fails terribly, forms another band and is swept to success in time to marry his childhood sweetheart. Fade-out, or crash into the English Channel...

What real writers like Alan Plater seem to prefer is stories in which the struggle comes after the success. Russell Davies is at the moment writing another jazz opera based on

King Oliver, the first great trumpeter to come out of New Orleans. He ruled Chicago, gave Louis Armstrong his first big job and was offered the residency at old man Cotton Club. But what Russell is writing about is the decline in the 1930s when Oliver was battling against obscurity and finally reduced to being a poolroom attendant in Savannah, Georgia, than which there can be few worse fates.

This poignant contrast between fame and failure cropped up a few years back in a play written by Adrian Mitchell about Bix Beiderbecke seen through the eyes of his mate, Hoagy Carmichael. Being a shrewd man, Mitchell knew that the legend of Bix, the golden boy who played like an angel and drank himself to death, was not quite as simple as that.

Hoagy, equally talented, went on to become a pianist, songwriter, actor and finally a grand old man of American song, and yet even Mitchell had to admit that it was Bix's decline and fall which had the more potent appeal.

Again, there was a play at the Bush Theatre called *Golden Leaf Strut*, by Julian Garner, which looked at the life of Leon Roppolo, a clarinetist who not only knew fame in the 1920s but managed to go picturesquely mad thereafter. There was one stunning scene where his Italian father tries to beg the young boy to abandon this terrible music, jazz; the father speaks Italian throughout, while the son answers angrily in American English, the language of jazz. A small coup de theatre, this, though no less so than the moment near the end of the play when actor Mike Maynard suddenly picked up a clarinet and played a marvellous jazz solo.

Where will it all end? Are people at this very moment writing jazz operas based on Django Reinhardt? Is someone picking out the hidden tragedy of Fats Waller? Has Channel 4 yet commissioned a ballet based on the history of Ronnie Scott's Club? If not, why not?

Meanwhile, I would be quite happy with an album of Edward Lear. His music, I mean.

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Bryan Appleyard sets out the choice facing Britain's public libraries

Hard covers v software

have resisted the entrepreneurial approach.

The problem for the lobbyists — primarily the Library Association, the industry's professional body — is that they are forced to put their case individually to these numerous and disparate authorities. The councils are obliged by an Act of 1964 to provide a "comprehensive and efficient service" but the only support for this somewhat airy definition is a discretionary power of intervention by the minister where the Act is judged to have been breached.

Since Lord Gowrie, the minister in question, has recently made it clear that such an intervention would have to be preceded by fairly flagrant and damaging behaviour by an authority over several years, pressing the government seems to be a waste of time. Somerset's recent decision to buy no new fiction, for example, does not seem to have produced uncontrollable rage in Whitehall.

Part of the problem is also that libraries, in public spending terms, are a backwater of a backwater. For government purposes they are lumped together with other culturally worthy causes under Lord Gowrie's Office of Arts and Libraries. But they are further removed from the economic debate than, say, the National Theatre by the fact that their money comes from local authorities.

The Government allows a fixed amount within the rate support grant based on the daytime population of each area but the final sum spent is entirely at the discretion of the local council.

In fact councils spend far more

than the Government allows. In the current year, for example, the actual figure will be around £390m against a government figure of £327m. Yet, at 1.2 per cent of total spending, libraries have remained a fairly static part of local authority budgets since 1979. Although the Library Association protests that this is inadequate, it does in fact show that authorities have been reasonably protective of what otherwise might have been seen as a soft target for spending cuts.

They have good reason to be. Public libraries are one of the few areas where the image of local authorities has remained consistently good. One third of the adult population visits a library every month, the great majority to borrow novels. The friendly, efficient service in most libraries often contrasts with that encountered in other council departments.

However, both the 1964 Act and the local government changes of the 1970s have drastically reduced the number of libraries. George Cunningham, chief executive of the Library Association, says only 34 libraries in the entire country now stay open for 60 hours a week. The number compared with 229 in 1975. The other side of the argument is that this represents greater efficiency since total book loans have risen, now totalling 650 million a year, and the national book stock, at 137 million has also increased.

Everybody agrees, however, that spending on books is under serious pressure. Dr Peter Mann of Loughborough University says total spending rose by 41 per cent in the five years to 1984 against a 50 per cent rise in the Retail Price Index.

Aids memoire

New words for old, by Philip Howard

mystery, and partly by euphemism. They are talking about killing people or blowing up the world. A bland acronym acts as a smoke-screen.

Language is a wild creature. It grows and changes untidily as people use it. Nevertheless, I wish to complain about the new acronym Aids, not that my complaint will do a blind bit of good. It is clearly a condition to be avoided at all costs. The acronym stands for Acquired Immune Deficiency Syndrome, which describes in medical jargon what happens. The objection to the acronym is that it sounds rather friendly, and creates confusion with a number of other similar words.

For a start there is the word "aid", which came into English from French more than five centuries ago,

with manifold meanings. Then there is your "aide", which is a ragging fashionable vague term and creature in political circles. Aids is already an acronym in Defencepeak. It stands for Aircraft Integrated Data System and also, with acronym on acronym, confusion worse confounded. Air Force Intelligence Data handling System. Aid is also an acronym for: Aeronautical Inspection Department; Aeronautical Inspection Directorate covering aircraft, power plants, and guided weapons; Agricultural Industrial Development; Aircraft Intelligence Department; Army Intelligence Department; the American Institute of Decorators; the Frog Association Internationale pour le Développement; Acute Infectious Disease; Agency for Inter-

April 25, 1985

(SPECIAL REPORT)

TOURISM AND HOTEL MANAGEMENT/1

How a Surrey University department pioneered an academic revolution in tourism studies

Age of change in catering

It has been more than a coming of age this month at the University of Surrey department which has long been a pioneer in the hotel, catering and tourism fields.

The largest university department of its kind in Europe, it is celebrating the 21st anniversary of the first launch outside America of an honours degree course in hotel and catering. This part of the campus in Guildford attracts students from many countries around the world as well as within Britain and the expertise of its staff is in wide demand for consultancy work, particularly abroad.

Surrey is among a handful of top academic powerhouses in tourism, mentioned in the same breath as Cornell in the United States and Lausanne in Switzerland.

Coincidentally this month it has also changed its name from the Department of Hotel, Catering and Tourism Management to the Department of Management Studies for Tourism and Hotel Industries. It is not just semantic juggling. Like the industry itself the department has reached a watershed in its development. Change is being demanded to meet the needs of one of the fastest growing industries in the world.

If the forecasters are right, tourism will be Britain's biggest industry by the end of this decade. Being labour intensive it provides proportionately more jobs than in the manufacturing sector where technology advances usually mean employment of fewer people.

Such a rapidly expanding industry as tourism demands an increasing supply of managers who can elaborate strategies to match development needs. As long ago as 1967 the Surrey department introduced the study of tourism in all its aspects into its curriculum and has since sought to come to terms with what is a complex activity involving airlines, tour operators, travel agents, hotel and restaurant groups, exhibitions with conferences, and owners of attractions from museums and historic houses to theme parks and sporting centres.

It is a world away from the days when those in the tourism

industry, relying on basic craft skills and a dash of business acumen, simply learned through experience whether they were running old-style bus tours, setting up a fairground or operating hotels and restaurants. It was the heyday of the apocryphal European peasant entrepreneur whose instinct not only for profit but also for people marked him out as having a natural flair for hotel keeping or running a restaurant.

Few in Britain then recognised that the industry could demand the highest skills and the best brains. Even now this is not fully appreciated. There is still a greater demand from candidates from girls' schools for university places in hotels, catering and tourism studies than from the boys' schools. Men tend to come forward because families are already involved in the business or because parents have become aware of the industry's growth prospects.

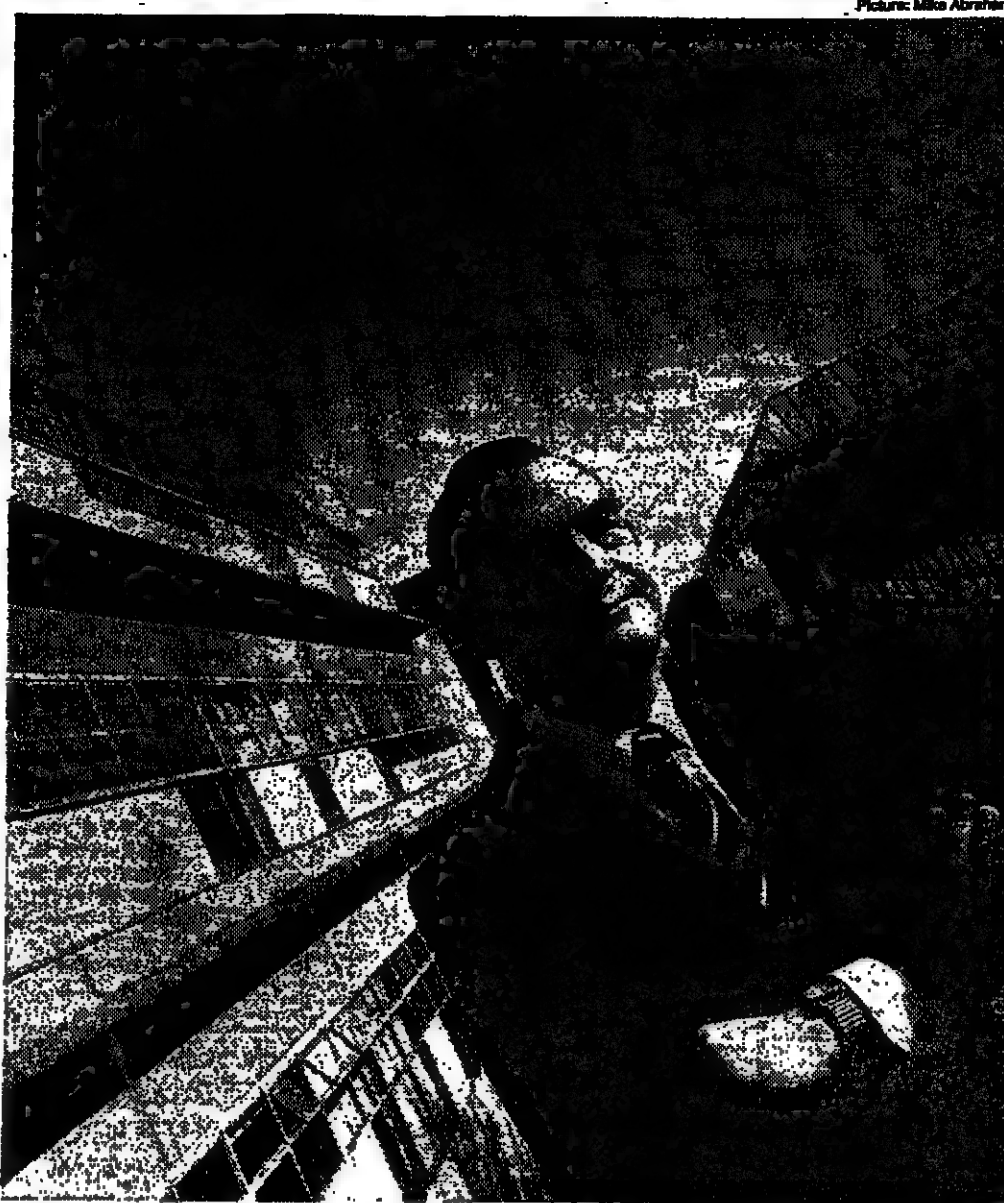
In those early days the only academic preparation available for the business was merely an extension of cookery-based domestic science. The roots of the Surrey department are in such a craft base.

Working with industry is an important aspect

It is a base that goes back to the opening in 1894 of the Battersea Polytechnic Institute which offered a domestic science course. Teacher training and commercial catering studies were added and in 1949 a new department aimed to provide the hotel and catering industry with "scientific training" for managers and executives in the hotel and catering industry.

As early as 1957, when the Polytechnic became a College of Advanced Technology, a four-year diploma course was introduced, with a third year spent in industry. After the Robbins Report the Battersea college was designated the University of Surrey and moved to its present location at pastoral Stag Hill in 1968.

Interface with industry has been a salient characteristic of the whole University including



Dr Brian Archer: 'Job prospects for our students are excellent'

the Faculty of Human Studies of which the tourism and hotel industries department is part. The department's sharing of this philosophy has clearly influenced its thrust with its orientation towards management needs.

This is in contrast, for instance, to Lausanne which has continued during its development to be more craft orientated, although it has now a

broadly university course approach. Cornell has reacted to the needs of the American industry in the same way as Lausanne has to the demands of the typical medium-sized Swiss hotel aiming at superb service. Cornell excels at management techniques like food and beverage control.

One leading international consultant said: "The product coming out of Surrey is at least

as good and mature as that from Cornell. Surrey tends to be more international orientated, possibly because tuition is European rather than American.

Surrey graduates come out knowing more about tourism than those from Cornell.

Derek Harris
Commercial Editor

Experts who aim to serve the world

The evolution the hotel and catering industry has brought it to a stage of maturity where high quality management skills are now demanded as a matter of course.

On the academic side it means not only that coherent management disciplines need to be passed on but research is necessary to add to a growing corpus of knowledge alone can allow a university to fulfil the key role of leading an industry to the next stages of development.

This the University department has been doing, notably in the application of computerization techniques to the industry and the management of energy demands. Research showed that energy costs United Kingdom hotels £274 million a year and the catering industry a further £356 million. The department was able to demonstrate how £160 million could be saved by change of practices and other improvements that involved relatively little capital spending.

Cornerstone of Surrey's reputation

This kind of work has given the Surrey department a role as a key information centre on a world scale. Some 60 books produced by staff members, plus a wide range of articles and reports, are now standard works often translated into many languages. Most mornings a hundred or more letter inquiries come in, many from abroad.

It is the cornerstone of Surrey's now considerable international reputation, according to Dr Brian Archer, professor and head of the Surrey department. Since he took over in 1978 he has been expanding Surrey's international thrust, particularly in the last four and a half years.

The process has been speeded by the financial cuts which all universities have had to bear. Dr Archer says: "Instead of taking more cutbacks we decided to become more international and with overseas students being self-financing it helps the university maintain its level of resources."

Before the era of cuts came in during 1981 the department was

taking more than 70 British students each year. Now 56 are being accepted from some 900 applications which have been coming in. "It means we can select good students and the job prospects for them are excellent", says Dr Archer. He feels able to make the now unusual boast for a university department that no ex-Surrey students are currently unemployed.

Dr Archer goes on: "We have become much more efficient as a department as a result of the cuts but the cost has been the reduction in the number of trained people from this country. We have had to put our efforts more into the overseas area when we could be putting more into Britain."

Indeed, nearly 30 per cent of the department's 320 students are from overseas. One idea now being explored is for industry to be invited to support scholarships to expand the number of British students.

An advantage of the restricted number of places is that not only can high academic qualifications be demanded but that the unusual personality demands of the industry can also be met. A student is unlikely to get into Surrey without two B's and a C at "A" level, the sort of qualification demanded in medicine or law.

But Dr Archer clearly has an empathy with the industry whose needs he is so keen to match, emphasising how much it is a people business. Tall and quiet, firm yet unabrasive, a lover of cricket and the occasional good cigar, he says: "Unlike most other industries, manufacturing for instance, most managers in ours are face to face all the time with a large number of customers. We emphasise this orientation."

It is a key factor in the initial selection of students. Dr Archer says: "They have to have good academic qualifications and the right sort of personality. They have to be outgoing. We need to know they are committed. Without the right traits in this sort of business you are at a disadvantage."

"Our product is quite different to that of a business school department or a catering college. Those leaving here are well-educated, professionally-trained students who almost

straightaway can take up a responsible post in the industry.

Despite the financial strictures the department expects to continue to develop. A food management post graduate course is due to start in October next year. The number of overseas students may expand to about 110 although to go beyond that would be seen as upsetting the balance with the British intake, which is why Dr Archer believes further educational cuts impinging on the university would be detrimental.

Maintaining the pace of research is seen as crucial. The wide range of consultancy work, much of it abroad, carried out by staff at the department will continue to strengthen its unusual closeness to the industry.

Increasing standards and performance

In 1978 when leading an appeal for financial help from the industry for the Surrey department Lord Forte chairman of Trusthouse Forte, Britain's biggest hotels and catering group, said: "We in the industry are continually searching for new ways of increasing our standards and our performance. The university helps us do this. I see the future prosperity of the tourism industry resting upon the standards of professional competence which can meet the demands of a world which has increasing leisure and purchasing power."

He added: "In my opinion this department, adequately funded, has the experience, ability and initiative to make an even greater contribution to the understanding of our human resources and their functioning than financial limitations have so far allowed."

There is no question that since Lord Forte made the point the department has vastly increased its contribution but it is, ironically, despite the subsequent squeeze on its funding. If Whitehall offers no more help then the industry, all too keen to mop up the Surrey product, should come up with greater support.

DH

IT'S GOOD TO KNOW THAT THERE'S STILL ONE INDUSTRY WHERE THE POTENTIAL FOR FUTURE EXPANSION IS UNLIMITED.

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"FEW INDUSTRIES ARE IN THE FORTUNATE POSITION TO BE ABLE TO LOOK FORWARD WITH CONFIDENCE TO SUCH AN EXHILARATING PROSPECT OF SUSTAINED GROWTH."

LORD FORTE OF RIPLEY.



Trusthouse Forte

If you would like the full text of Lord Forte's speech, "Working for the Country," on the buoyant future of the Hotel, Catering and Tourism industry given to the Back Bench Tourism Sub Committee at The House of Commons on 6th March 1985 or are interested in a career in this expanding industry, please contact: Mr. A. S. Close, Director of Group Personnel, Trusthouse Forte PLC, 12 Sherwood St., London W1V 7RD.

Students can now go international

Academics at Surrey cannot be accused of living in an ivory tower. In line with its policy of forging strong links with a vital, growing industry, the department has developed many points of contact and lecturers have worked in every continent except Australia.

Undergraduates get exposed to the hard realities of commerce during a professional year when they work in the hospitality industry in Europe and North America. British postgraduate students have usually had a taste of working in the industry which has prompted them to extend their first-degree studies with a vocational course to equip them for top management jobs. Overseas students on postgraduate courses have held senior posts in countries where tourism is an important foreign currency earner.

Visiting lecturers include a member of the board of British Airways and directors of a major holiday company and an international consultancy in tourism.

Many of the staff have practical experience in the industry to complement their academic qualifications and in addition to teaching are actively engaged in research and consultancy work in this country and abroad.

Faculty members include specialists in economics, finance, food science, food service operations, human resource management, law, marketing, nutrition, planning and design, sociology and technology. "The wide variety of specialists in the department is what makes us unique and internationally respected," says Dr Fred Lawson, a stalwart of the department and now a part-time senior lecturer in tourism planning and design and properties management.

His own impressive range of qualifications come together nicely at Surrey. He has worked in local government as an environmental health officer, as an engineer and surveyor and as chief officer of a local authority in a tourist region of the Yorkshire dales where he first got involved in tourism planning. His first teaching post was at Queen's University, Belfast, where he taught architecture and engineering.

"One subject in which all

these things come together is hotel management and tourism," said Dr Lawson. "One of the big advantages for the department is that my colleagues have much the same sort of background. They have all had a variety of experience. We come together with specialist knowledge, which needs to be fairly broad-based, bringing all these different skills to one subject and to one place. All this expertise is here."

Another essential ingredient in the recipe for success is the students themselves. As the department can take its pick from hundreds of applicants, students not only have the highest of academic standards but also strong motivations and leadership qualities.

Courses offered to eligible British and overseas students are a BSc (Honours) in hotel and catering management and a postgraduate diploma in tourism studies with the opportunity to gain an MSc degree. An MSc degree course in food management will start in 1986. In addition there are MSc courses in tourism planning and development, tourism marketing, international hotel management and food management primarily intended for overseas students as is the BSc (Ordinary) in hotel management.

The four-year BSc (Honours) course aims to provide the academic disciplines necessary for the efficient operation of hotels and catering companies. A second language is insisted on as part of the course, fostering the belief that an industry like tourism and hotel management should have people who speak at least one other language in addition to English.

The course includes one year of practical experience in the industry - a 48-week "professional year" starting in March of the second year of the course. Students can and do work abroad, in West Germany, The Netherlands, Belgium, France, the United States (with the chance of working at Disneyworld, Florida) and Canada.

Postgraduate Tourism Studies, the first course of its kind in England, is designed to give a base for employment opportunities in the travel industry. It aims to prepare recent graduates, or people with appropriate

qualifications and some experience of full-time employment in the industry, for a wide range of careers in travel and tourism. Other postgraduate courses are geared to the needs of overseas applicants who have already worked in the tourist industry.

The department's facilities include computer laboratories, food science and food production laboratories and a teaching restaurant. Students are encouraged to seek computer-based solutions to problems.

Although students are not being taught to be chefs, they do have to appreciate what a chef does so that they know standards and also know how to organize people.

The teaching restaurant, a source of great pride, is managed by Mike Fowler, a lecturer in food and beverage operations who worked in the hotel and catering industry in the UK, Germany and Switzerland after his formal education at Battersea Polytechnic. Students run the restaurant which can undergo four changes, from cafeteria to banqueting venue, by switches in lighting, furniture arrangement and colour schemes. There is even a red carpet to roll out for entertaining members of the public as well as VIPs keeps the department in touch with the community.

Irene Farnsworth



The restaurant can serve even as a cafeteria

Quality, by computer

Slow to fund research into computer systems, quicker to cash in on the results. That is Surrey's experience. Is the attitude of British industry.

The department was the first in its subject area to introduce computer-based teaching. It pioneered applications on microcomputers in 1978 when the hotel industry was ill at ease with the use of personal computers in business. Under the department has pursued research to demonstrate the potential of low cost business computers in the hotel and catering industries.

After casting round unsuccessfully for a commercial collaborator to develop catering

information and food and beverage control systems, the department got a group of London hospitals to back research which produced the first Catering Information Systems based on a small computer.

The project was extremely successful in terms of both cost - the computers paid for themselves 10 times over in the first year - and in benefits of food quality. A number of large hospitals, the BBC, the army and North Thames Gas use the package although there are now several commercial systems on the market.

The department investigated food and diet and came up with Superdiet, able to design and

monitor diets and one of the best-known programs of its type in the UK. Few dieticians in the NHS seem able to marshal the resources to deploy this package but it is used in private clinics and by retail organisations such as Boots and Marks and Spencer.

The third major system to come out of computer research in the department is a Financial Planning System which produces feasibility projections for hotel and catering projects.

Proof of the pudding is in the eating and computer programs developed at Surrey have been used in other areas of research undertaken by the department. They proved invaluable in investigations of school meals, meals-on-wheels, dietary scales in prisons and army feeding.

"We are trying to design a system where the reservations manager will turn to a computer and be able to see immediately whether he can take an advance group booking," said Paul Gamble, senior lecturer in management studies. "The big thing about an expert decision is that it builds confidence."

"We want industry to start supporting us. Technology is moving on and we need to move our systems out. We would like industry to come and work with us. We talked to one company that had experimented with a commercially developed system but had run into difficulties. We could have not only done the system for one-third of the price: we could also have helped them. Another company we approached for a grant of £20,000 was a division of a company making £20 million profit. They didn't turn us down outright. They just said perhaps when they got to know us better..."

"Our close counterpart, Cornell, has an enormous amount of support from industry - and gets tax concessions not available to us. But on the whole our contribution has been bigger than Cornell. We are ahead but Cornell is going to catch up with us, basically because of this American thing about resources. We haven't got a big brother."

IF

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High fliers of all nations migrate to Surrey

High fliers in the tourist industry are among overseas students attracted to Surrey by its growing international reputation.

Now looking for advancement, both for themselves and their countries, they are impressed with the quality of the postgraduate courses.

Cliff Hamilton, from the Bahamas, believes that Surrey will be the best centre in the world for tourism studies for years to come.

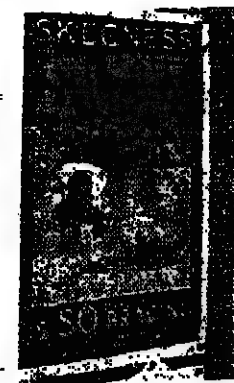
"Had there been an equivalent course in the US, I would have gone there," said 30-year-old Mr Hamilton, who gained a hotel management degree at the International University, Florida, and studied aspects of tourism at Cornell.

The opportunity to spend a year on Surrey's MSc tourism planning and development course came when the two large hotels with boating marinas in Freeport, which he had managed for four years, closed for renovation.

Mr Hamilton, who started hotels work at the age of 12, said that the Department of Management Studies for Tourism and Hotel Industries had given "credibility and respectability" to the study of tourism.

"I think the faculty members here are first-rate," he said. "They have tremendous experience with developing countries. Another major contribution to the personal and professional development of each and every student is that you have people here with a lot in common in respect of social and economic background. So many are from former British colonies."

When he returns to the Bahamas, where tourism is the lifeblood contributing more than 60 per cent of the gross national product, Mr Hamilton hopes to progress from hotel



Old and new: The famous pre-war Skegness poster and the modern look of David Airey, tourism department head

management to a job at government or corporate level in tourism planning.

Haiph Loi, from Singapore, is also among the first batch of 14 students on the MSc course primarily intended for overseas students.

"The reason for my being here is the department's reputation. Surrey has made tourism a responsible field of study," said 28-year-old Mr Loi.

A graduate of the National University of Singapore, majoring in political science, Mr Loi's first job was with Singapore Airlines as an international relations officer. He applied for, and got, a scholarship to study tourism overseas. He thought the world was his oyster and hoped for a place at the University of Hawaii.

"It transpired I didn't have a choice. Surrey was insisted on because it is so highly regarded," he said. "His reputation in Singapore is such that coming here compares with going to Oxford or Cambridge. When I return I shall be expected to contribute a lot. I shall be working for Singapore Tourist Promotion, probably in the marketing department."

Another MSc student, 32-year-old Raj Makood, who worked in the Ministry of Economic Planning and Development in Mauritius, has welcomed the chance of applying himself to tourism as an area of academic research. Mr Makood, who has a degree in economics gained in Bombay and a certificate in Project Appraisal for which he studied in Connecticut, considers the value of the course is its wide range. Students are encouraged to look at tourism from many standpoints including historic, geographic and economic.

"Tourism is important to the

economic growth of Mauritius - it is the third largest foreign exchange earner and responsible for 5,000 direct jobs," said Mr Makood. "It is expected to grow reasonably large and new hotels are being built."

Sohoon Gohoorah, a tourist officer from Mauritius, is also at Surrey studying for a diploma in tourism studies. Mr Gohoorah, aged 36, studied tourism as an undergraduate and has also studied tourist promotion in Japan. He is on the course to improve his knowledge of tourism as an industry and to learn new techniques in planning and marketing.

On the same course, which they believe will help them achieve their goals of management jobs in the travel industry, are British students Caroline Subin and Nicky Page, both aged 23. Miss Subin, who read geography at Manchester University, worked for a tour company in Athens after graduating and would like to work with a major tour operator either on product design or at product managerial level.

"I think the course, which is very good, will make me more confident and help me to do a job well," she said.

Miss Page, who has a degree in humanities, would also like to work with one of the big tour operators either in public relations or marketing. She worked for a small tour operator in London for a year but realized it was going to be difficult to move into management.

"I wasn't prepared to spend years at grass roots level," she said. "I gave up a job to come here because I think it will help me get on in a competitive industry."

IF

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(SPECIAL REPORT)

TOURISM AND HOTEL MANAGEMENT/3

THF chief gives graduates a warm reception



Rocco Forte: Laboratory gift

Britain's booming tourist industry cannot get enough of the sort of graduates turned out by Surrey. One leader of the industry convinced of this is Rocco Forte, chief executive of Trusthouse Forte, Britain's biggest hotels and catering group. THF, long led by his father Lord Forte, THF chairman, has had links with the Surrey department for years. Lord Forte holds an honorary doctorate of the University - which has been given a laboratory as a gift from THF.

At his office in London's Park Lane, controlling a leisure empire that includes hotels in the United States and Europe, Mr Forte said: "The industry needs more graduates which is why I would like to see more universities involved. But Surrey has done a fantastic job."

He went on: "It is easy to build a hotel. It is afterwards that the trouble starts because there is always a shortage of top-class management. So the more intelligent, motivated and qualified people you get knocking on the door the better."

Of the steady stream of potential managers coming out of Surrey every year, THF usually takes at least three or four. Mr Forte said: "Whenever I have gone there I have always been impressed at the enthusiasm of both staff and students. They are very committed people, very involved in the industry they have joined."

Surrey graduates find their way not only into THF hotels - there are around 200 in Britain alone - but also into industrial and other catering like the fast-expanding Little Chef chain of roadside restaurants, now numbering about 230. Head of THF's overseas hotels operation is Jeremy Logie, an ex-Surrey man.

Mr Forte approves the nitty-gritty approach of Surrey with its continued close involvement with the industry and the many companies and organizations within it. In the work year that is part of Surrey's BSc (Honours) course students get to grips with the realities of the jobs to be done.

Mr Forte said: "There has always been the danger on all courses of ignoring the basics. However high a level of manager you are in the industry if you have intimate and detailed knowledge of how it works it is a godsend."

Surrey's orientation towards management skills meets a need



Graduate: Jane Mildred runs the Carlton Tower Hotel's Chinoiserie tearoom

at companies like THF or any other group with extensive hotel and catering interests like Grand Metropolitan, Ladbroke Hotels or the Imperial Group's leisure division that includes the Courage breweries and public houses.

Mr Forte believes that after some practical experience in a company to expand essential knowledge of the basics graduates from a university like Surrey can move up the management ladder. He said: "Multi-unit responsibility is very different from running one operation. It calls for a different type of person. Some can manage if they are on the spot involving themselves in day to day detail but find it difficult to make the transition into running other managers."

Those at the sharp end of the industry, whether operating restaurants and pubs or running hotels and exhibition halls, naturally look to the basics as essential underpinning for management skills. Equally, there is an increasing demand for skills in planning for the widespread changes taking place in tourism where regional or national views on strategy need to be taken.

There is a Surrey background among half the consultant strength of Horwath and Horwath UK, part of Stoy Hayward and international consultants in hotels, catering and tourism. Among them are Trevor Ward and Geoff Parkinson, both Surrey graduates and directors of Horwath and Horwath. There are now some 10 people with Surrey connections involved with the firm.

Mr Parkinson said: "One of the successes of the Surrey department is that they produce employable graduates. A graduate from the course can go into any area of financial administration and run an operation."

Many different types of operations can be involved, he pointed out, from travel agencies to tour operators, and taking in big-volume management such as theme parks.

Mr Ward believes the industrial year at Surrey contributes a good deal to the department's success in turning out graduates fitted to move into the industry. Both he and Mr Parkinson spent their industrial year in hotels.

"I did every job in the hotel," Mr Ward said. "One day I would be acting as assistant manager and the next sorting the dirty linen. It gave me a much sharper understanding and altered my perspective on the industry."

Tourism, taking in the employment and accommodation of people, now covers a wider spectrum than just the hotel industry, pointed out Jonathan Bodender, Horwath's managing director in the UK. The growth of the consultancy is symptomatic of what is going on in the industry: the business grew by a half last year and could do as much again this.

One-time Surrey students have found their way into a wide variety of top positions in the industry. Peter Catesby is managing director of Swallow Hotels. Alan Jackson managing director of the Befeater Steak-houses chain. Robert Earl chairman and managing director of President Entertainments. Paddy Wisker head of training at British Airways. Jane Mildred manager of the Chinoiserie tearoom at the Carlton Tower Hotel. London and Ian Graham director of finance at Glenale Hotels group. Two in catering are John Sharpe, northern operations manager of ARA Services, and Ms Gillian Cuts, an area manager with Grandmet Catering Services.

DH

Target is 20 million foreign visitors by 1988

● Last year nearly 13.8 million foreign visitors came to Britain, 11 per cent more than in 1983. They spent £4,194 million in Britain, a 15 per cent increase on the previous year. The British Tourist Authority's latest estimate is for 20 million foreign visitors by 1988 spending £10 billion; indicating that by then tourism will be the nation's biggest industry.

Domestic tourism in 1983 is estimated to have involved some £5,300 million spending, an increase over the previous year of some £850 million. This compares with British spending abroad in 1983 of £4,425 million. Much of the domestic

tourism growth seems to be coming from day trips and additional short holidays like the increasingly popular weekend breaks.

It adds up to a boom industry with a growing demand for increasingly skilled personnel particularly at manager level.

● Degree courses in hotel and catering management studies are also available at the University of Strathclyde in Scotland, the University of Wales at Cardiff, and the University of Ulster.

There are some dozen polytechnics offering degree courses, including those at Leeds, Huddersfield, Sheffield,

Manchester, Oxford, North London and Middles.

Other establishments with high reputations in the field include the Dorset College of Higher Education. There is also the Westminster Hotel School.

More than 60 colleges offer Technical Education Council diplomas and certificates, or their Scottish equivalent, at the supervisory grade level, previously the ordinary national diploma level. At management level, equivalent to the old higher national diploma, there are 26 colleges with TEC or SCOTEC diplomas on offer.



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IMPERIAL INNS

Restaurants for generations ahead

Friday 2nd

Some food for thought about people's eating habits

British children are starved - of nutritional information. They do not know how to eat well, and given the chance would choose hamburgers and chips five days a week.

But Vietnamese "boat children" living in a refugee camp in the UK were found to be far better informed about healthy eating. They knew about nutritional values and were able to vary their selection of food, researchers at the University of Surrey discovered.

The food management team in the Department of Management Studies for Tourism and Hotel Industries seeks contracts for research in the field to keep in close contact with people and their eating habits.

As well as the study of school meals in London, following the introduction of cash cafeterias, and of how the Vietnamese adapted their diet to food available in Britain, recent research has included investigations of meals-on-wheels for the elderly, dietary scales in

prisons, British Army feeding, and additives and contaminants in relation to food and health.

The team's 1984 report on the Inner London Education Authority school meals service said it was irresponsible for any government to scrap the obligation to provide balanced, traditional school meals. (The 1980 Education Act removed the statutory duty of local education authorities to provide a meal of defined nutritional standard).

Dr James Thomson, reader in food studies at Surrey, said: "Our report found it was not right to give children a selection of food unless they were able to make an educated choice. There is a great need for nutritional education in schools at primary and secondary levels. Children need to know that, as a nation, we eat too much sugar and fat. We found that Vietnamese children knew about nutritional values and knew what to eat according to how they felt.

Obviously this came from parents."

During the £35,000 research study commissioned and financed by the ILEA and carried out by a team from Surrey led by Mr Michael Kipps, senior lecturer in food science, and Dr. Thomson, 4,000 children and 300 head teachers and school caterers were surveyed.

At the conclusion of the two-year project, the authority announced an ambitious programme to improve the nutritional standard of its popular "choose-your-own" cafeteria school meals and to involve teachers, children and parents in nutrition education.

In view of accumulating evidence of the strong connection between diet and many of the "diseases of affluence" in western society, the Surrey researchers believe that education in eating for health is as important as that in respect of smoking and excessive drinking.

Convinced of the potential of school meals as a nutrition education resource, the team advocated a food group system, such as the colour coding schemes used in North America and France, to help children identify a balanced meal. Educationists in the ILEA have now worked out a food group system which they are planning to institute in schools in the near future.

The research funded by the ILEA is having a widespread effect. The authority has made a summary of the findings (available for £2) and this has been taken up by education authorities worldwide.

Study of the Vietnamese diet showed that it was low in fats and high in carbohydrates from cereals, vegetables and fruit, closely approximating the current recommendations of the National Advisory Committee on Nutrition Education.

Research student Eleanor Carlson lived at a reception centre for refugees during the summer of 1980 at which time she was the holder of the Carnation Research Fellowship at Surrey.

She discovered that the Vietnamese are accustomed to varying their diet to meet physiological demands and found it interesting to see how complex dietary laws, based on Chinese philosophy, were translated into every day practice.

Meals were discussed and planned with the age and state of health of individual family members in mind. What the

Disturbing practices in meals-on-wheels

Vietnamese eat and why is regulated by principles similar to the law of the five elements and yin yang. Recipes in Vietnamese books and magazines give information on digestive and medicinal properties and comment on vitamins present.

The value the Vietnamese place on food in their hierarchy of man's needs and wants were concepts which people in the west found difficult to understand, the researcher concluded. Attention to the nuances of an individual physical state would be considered neurotic. But the "boat people", often regarded as originating from a Third World country and, therefore, lacking the technical knowledge of developed countries, knew more about food values. For the majority of British people, the dietary system followed had failed to build the bridge linking the science of nutrition with the foods people eat.

Yet the equivalent of four years of our three score and ten are spent in consuming food, Mr Kipps and Dr Thomson pointed out, reporting on the survey of geriatric feeding - a two-year project on meals-on-wheels services in the UK for the Department of Health and Social Services.

Mr Kipps and Dr Thomson reviewed problems associated with providing food for the elderly assessing the economic factors in the light of the nutritional, psychological and sociological requirements of old people.



Researchers: Michael Kipps and Dr James Thomson, who studied school meals



Soldiers: Captain Barry Fairbrother and Captain Michael Herriott, the latest in a line of Army Catering Corps personnel who have taken courses at Surrey to update and upgrade their skills

Despite the active participation of volunteers, especially in rural areas, meals-on-wheels were found to be heavily subsidized.

The researchers looked at food buying, preparation, packaging and distribution. Disturbing practices emerged regarding distribution. Boxes of charcoal blocks used to keep food hot were giving off carbon monoxide fumes far higher than would be allowed in an industrial situation. And loaded delivery vans were being driven into garages to fill up with petrol.

The university constructed a questionnaire, and in overall terms a favourable picture was obtained. There was room for small improvements, particularly with regard to the temperature of the delivered meal. Getting truthful responses was difficult, said Dr Thomson; it was felt that old people were sensitive and may have feared that the service would be withdrawn if they were not entirely happy. Geriatric feeding was looked at locally (in a London borough), nationally and internationally.

To examine food habits, food acceptance and nutrition in the British Army, the researchers looked at the Falklands diet. They discovered that soldiers went into battle with a circa 1949 diet.

"If you were sending someone to run a marathon, you would do it differently," said Dr Thomson.

Health warning for modern food?

Rations, based on the traditional British diet, were packed in small but bulky tins. Soldiers threw out food they didn't fancy. The army was persuaded to carry out a complete review and to explore the possibility of plastic packaging.

An army major is currently a post-graduate student at Surrey having been awarded a Ministry of Defence fellowship. His brief is to critically evaluate feeding of British soldiers. He is also doing a PhD on army feeding. "He is going all over the world

looking at how other armies are fed," said Dr Thomson. "I hope he will get a further year to do nutritional analysis. The army is supporting us tremendously."

The Home Office called on the Surrey team to review diet in prisons, where a successful effort has been made to increase the amount of fibre in meals and reduce the high level of salt. The university would welcome continuous involvement in monitoring prison diet, said Dr Thomson.

Research affecting the general public gave rise to considerable disquiet. The average Briton is now getting through treble the amount of additives he was consuming in 1955, and this has prompted Dr Thomson to pose

the question: "Should modern food carry a Government health warning?"

More notice is now being taken of the need to inform people about food content. The food management team applauds healthy - High Street trends now emerging. Well-known supermarkets have started to show fibre, sugar and fat content on labels.

And last October, McDonald's became the first fast food chain to dispense nutrition leaflets in their 166 British outlets to enable customers to make an educated choice. An invitation to write for further information has been heavily taken up.

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THE TIMES

FINANCE AND INDUSTRY

Executive Editor Kenneth Fleet

Tebbit and the Governor stage a double act

Although relations between the Bank of England and the Treasury have at times been uneasy in recent months, there are clearly no such obstacles to the harmony which surrounds Robin Leigh-Pemberton, the Governor of the Bank, and Norman Tebbit, the Secretary of State for Trade and Industry.

Yesterday, both Mr Tebbit and Mr Leigh-Pemberton were expatiating publicly on the future of the City and the securities industry. Not only did they speak with one voice on certain key elements in the debate, but Mr Tebbit was prevailed upon to spend several minutes defending the Governor in respect of the proposal in the Government's White Paper on Financial Services that the chairman of the embryonic Securities and Investments Board should be appointed with the Governor's agreement.

When Mr Tebbit reached this passage in his speech opening the House of Commons debate on the White Paper, he was immediately subjected to a thicket of interventions — the bulk of which came from Nick Budgen and Anthony Beaumont-Dark on the Government benches. Quite patently, there are strongly and deeply held feelings on this matter. The principle at stake is that the supremacy of Parliament should not be subject to an outside agency, even one as distinguished as the Bank. Poor Mr Leigh-Pemberton was pilloried as "an official of the State", which strictly speaking he is not, as the Bank is a nationalized organization rather than a direct arm of Government. The intensity of the objections forced Mr Tebbit into admitting that the Bank had been given the right to disagree against the day when Mr Tebbit's office is held by someone less sympathetic to the City than he.

Mr Leigh-Pemberton, meanwhile, was addressing the Unit Trust Association at a lunch following the UTA's annual meeting. Like Mr Tebbit a couple of miles away and a couple of hours later, he tacitly conceded the long-term likelihood that there will be a single body to supervise the financial services industry instead of the two presently proposed. But both agree that it is no bad thing to have two to do the enormous amount of spade-work needed to get the new system off the ground.

The other significant echo lay in the acceptance by both men that there is a potential danger that the stock market may be subject to fragmentation because of the length of the run-up to next year's "big bang". Mr Tebbit acknowledged the need for swift completion of the reforms, while the Governor admitted that he was keeping an eye on the degree of fragmentation which has occurred away from the stock market, to ensure that it does not grow into a rift.

The Thatcherized face of state industry

The men who run Britain's surviving nationalized industries are a very different bunch from those Mrs Thatcher inherited in 1979. It has been an agonizingly slow process, but the Government can now finally claim that it has a majority of its own kind of man at the helm of the key state industry baronies.

Men such as Ian MacGregor at coal, Lord King at British Airways and Sir Robert Haslam at British Steel are the kind of tough, commercially minded and experienced businessmen whom the Prime Minister rightly insists are needed to run the big public enterprises which are not yet ready — for one reason or another — to return to the private sector. The last great corporatist baron, Sir Denis Rooke, at British Gas, appears increasingly the exception rather than the model of the new nationalized industry chairman.

It was the Centre for Policy Studies which last summer highlighted the fact

that several of the new state industry bosses are politically very closely aligned with Mrs Thatcher and her private enterprise culture. Yesterday the same body produced its latest updated survey of the chairmen and boards of the state industry sector. It comes at an opportune time when the industries are debating with Whitehall about the Treasury's plan for a wide-ranging new statutory framework for the nationalized industries.

The report shows that the composition of boards continues to evolve, albeit at a slowish rate. Increasing numbers of the top people in the industries are drawn from the private sector rather than coming up through the industry's own ranks. The Civil Aviation Authority and the National Bus Company (soon to be privatized) are the latest to have experienced an injection of private sector experience and talent. The Government's drive to increase the number of outside non-executive directors on the boards of industries also continues to have its effect.

Mr Trevor Morse, the author of the report, notes the recent changes in the management structure of the National Coal Board under Mr MacGregor, with its increased emphasis on a top-tier, largely non-executive board, and its separation from the career management structure lower down in the organization. He also notes the recent changes at British Shipbuilders, where Mr Graham Day has shrunk his board from 11 to seven.

Despite the changes, the average state industry board member remains older than his counterpart in private industry (the average age of board members is 57) and markedly less well paid. Only five of the 181 board members looked at by Mr Morse are women.

The report highlights the fact that next year will mark another key turning point in the state industries' relationship with Government. At least five key chairmen, including MacGregor, Rooke, Day and Haslam, are due to reach the end of their current terms. How or whether they are replaced will set the tone for the Government's dealings with them past the next election.

Barclays widens apartheid debate

In view of the new debate in the United States over the future of company investment in South Africa, the regular row at the annual meeting of Barclays Bank took on more significance than usual yesterday.

Sir Timothy Bevan, Barclays' chairman, challenged critics of the bank's involvement in South Africa to show that withdrawal would do more to bring about change than working from within.

"The burden of proof is on the disinvestors to show how much more could be achieved than we have achieved by our policy of constructive engagement," he said.

Sir Timothy rejected strongly the case for disinvestment. He said the bank's policies were "a substantial force for peaceful evolution" and he outlined in detail the steps Barclays had taken to help the black community. Barclays National, the South African subsidiary, employs 43 per cent of all non-whites in the banking business, although it only accounts for a quarter of the banking business in the country.

He said the bank had contributed to educational welfare and cultural schemes to help the black community and stressed that it opposed apartheid.

Barclays, in an echo of protesters' habits, passed out its own pamphlet, called *The Case for Constructive Engagement: A policy for peaceful change*. Let us hope it has some circulation across the Atlantic. For whoever finally wins the argument, it is good to see it being conducted at a higher level than a few years ago.

Sterling index in record fall and base rate hopes fade

By David Smith, Economics Correspondent

The pound plunged against all currencies yesterday, trading 4 cents down at \$1.2130 at one stage. It steadied to close at \$1.2275, a fall of 2.65 cents on the day.

The sterling index fell 1.5 points to close at 77.3, its biggest ever one-day fall. Earlier, the index had dipped to 77.0. Any intervention by the Bank of England to slow the pound's fall was modest.

Later in New York, the pound was trading at \$1.2280.

The pound's fall reflected a combination of the dollar's revival and concern over oil prices. The drop over the past few days — around 8 cents against the dollar since the end of last week — has dashed hopes of further base rate cuts in the short term.

The modest reduction in base rates that has occurred since the March 19 Budget has had the effect of removing the cushion

for sterling against the European currencies.

Reports of an imminent Soviet oil price reduction, coupled with Tuesday's news of an Egyptian price cut and sharply falling spot oil prices in Rotterdam sent sterling down against the mark.

Brent crude for May delivery fell by 45 cents to \$27.55 a barrel in Rotterdam yesterday.

The pound, down nearly 6 pence at one stage, closed down 3.06 at DM3.8220. Against the franc, the pound dropped 10.75 centimes to Fr11.6315.

While concern over oil hit sterling, the dollar's spirited revival dominated the markets, gaining 4.6 pence to close at DM3.1150 against the mark, after spending much of yesterday afternoon trading above DM3.13.

Dealers are puzzled about the sharp turnaround in the dollar's

fortunes, which began on Tuesday. When the dollar failed to respond adversely to a bearish 2.3 per cent drop in US durable goods orders in March, buyers moved in on the view that the dollar's fall of recent weeks had come to an end.

Comments by Mr Paul Volcker, the Federal Reserve Board chairman, about the difficulty of reducing interest rates given the size of the US federal budget deficit, and President Reagan's reaffirmation that he will not introduce tax increases to cut the deficit, also helped the dollar.

Even so, with the pace of the dollar's rise over the past three days, few dealers expect it to climb back to the very high levels of February, when the pound was nearly pushed to parity.

There is a general feeling that the low first quarter GNP

growth for the US — an annualized growth rate of just 1.3 per cent was recorded — will be followed by a second-quarter upturn.

The dollar will therefore remain vulnerable to further signs of economic slowdown, despite the perverse market reaction to the durable goods figures. The next important US statistics are the leading indicators and trade figures, both due next Tuesday.

The pronounced currency volatility of the past week has set the tone for next week's world economic summit in Bonn. Mr James Baker, the American Treasury Secretary, sees currency stability emerging from greater co-ordination of economic policies, backed by a stronger IMF. France will push for a move back towards fixed exchange rates.

Market report, page 21

IN BRIEF
Unit trusts for Pru

Prudential Assurance, Britain's biggest insurance company, is planning to go into unit trusts. Although it has marketed units under the Prudential banner for several years, these have been sold exclusively in conjunction with life insurance policies.

This is the first time that the Prudential has handled unit trusts as savings products in their own right.

It is understood that a formal announcement next week will outline a clear strategy to market the new trusts among first-time investors. The move is seen as another step in the growing move towards financial supermarkets.

Laing advances

John Laing, property development and construction engineering group, has increased 1984 pretax profits to £30.3 million, up from £23.8 million. Turnover rose to £804 million from £729 million. A final dividend of 4.25p makes up for the year, against 5p last time.

Tempus, page 21

Campari loss

Campari International, distributors of leisurewear and camping equipment, made a pretax loss of £2.8 million in the year ending last November 30, against a previous loss of £156,000. Turnover rose 6.2 per cent to £32.3 million.

Tempus, page 21

Mr Christopher Tugendhat, who retired earlier this year as vice-president of the European Commission after four years, is to become an executive director of National Westminster Bank from May 1.

Vickers buy

Vickers, the engineering to Rolls Royce motors group, has acquired the Comforto Group, an international office seating concern, for £12.8 million. At 31 December 1983 Comforto had a net worth of £4.1 million and made pretax profits of £2.7 million.

Tempus, page 21

UAL down

UAL, the parent of United Airlines which is buying Pan American's Asian routes, reported a first quarter loss of \$661,000 (\$509,000), blamed on competition and discounted fares in the United States.

NatWest role

National Westminster Bank USA is the lead bank in a syndicate of five that has arranged a \$150 million (£115 million) credit line for Mr Carl Leach's \$324 million bid for Uniroval, the tyre manufacturer. However, NatWest USA will not provide actual funds because of a danger of apparent conflict of interests.

Muirhead to fight £15m bid by RHP

By Patricia Wheatcroft

RHP Group, the precision engineers, has launched a £15 million bid for Muirhead, the electrical company. Sir Raymond Brown, chairman of Muirhead and a dozen of the British defence industry, is determined to fight, if not for independence, at least for a higher price.

Muirhead's shares, shot up from 140p to 180p on news of the bid, putting them slightly ahead of the offer, which is worth around 176p in RHP shares, with a 164.5p cash alternative. But Muirhead claims the bid is opportunistic — its shares have been as high as 192p within the last year. That was before the company had produced disappointing figures for the year to September 1984 and given a warning that the first half of this year would be very depressed.

So it is proving. Muirhead's business producing facsimile machines and components, many of them for the international defence market, is suffering through unfavourable currency rates and slack demand.

Last year profits fell by more than a fifth to £1.55 million and this year may be no better. Sir Raymond said inquiries were buoyant but cautious governments were not yet turning inquiries into orders.

RHP, formerly Ransome Hoffman Polard, has been through its own problems, particularly with its bearings business, but is now slimmer and in a more aggressive mood.

Turnover in the year to September was up from £102.4 million to £105.7 million but profits leapt from £660,000 to £6.23 million. RHP's chairman, Mr David Ewart, wants to extend the company's involvement with electricals and Muirhead is a neat fit. "Many of our products are compatible," he said, "and Muirhead would extend our customer base."

Since October RHP has built up a 4.6 per cent stake in Muirhead. "We believe the company is under-managed, a bit tired," Mr Ewart said. He believed RHP could improve Muirhead's performance. Sir Raymond and his family have 8 per cent of Muirhead, and the Kuwait Investment Office another 8 per cent.

Prospectus due next week from Aerospace

The prospectus for the sale of the Government's 48 per cent stake in British Aerospace is to be published towards the end of next week. On this basis applications for the offer will have to be received by May 10.

In the stock market yesterday the shares, after falling below 400p at one stage, gained 5p to 408p. A discount of no more than 10 per cent on the current price is likely to be set by the Government's advisers, which suggests that the sale could fetch about £600 million.

TSB chief's proposals fail to win over Scots peers

By Richard Thomson

Sir John Read, chairman of the Trustee Savings Bank Group, failed to reach a compromise yesterday with an all-party group of peers over the House of Lords amendment excluding TSB Scotland from the TSB flotation Bill.

The meeting was held to find a compromise before the Bill's third reading in the Lords, but the result may delay a solution beyond next week.

Sir John presented a number of proposals to Lord Taylor of Gryfe and three other peers who want full control of TSB Scotland to remain in Edinburgh.

The proposals, which do not alter TSB Scotland's place in the flotation plans include a clause written into the Bill ensuring the establishment and preservation of regional TSB banking subsidiaries for England and Wales, Scotland Northern Ire-



Sir John: undertakings on regional boards

land and the Channel Islands. Each would be incorporated in its own country with its own head office there.

The TSB would also give undertakings that the members of each regional board would initially be drawn from employees of the regional banks.

Subsequently, each board would appoint its own members subject to TSB Group board approval, with 75 per cent of the members being residents of the country concerned.

The TSB Group board would also have to include members from all the regional boards. In a significant departure from the Bill, there would also be an undertaking by TSB Group not to do anything to reduce the net worth of any regional bank without two thirds agreement of the board of the bank concerned.

This would ensure that TSB Group could not reduce the branch network and services of any of the regional banks without their consent.

Lord Taylor said the proposals did not go far enough in guaranteeing TSB Scotland's freedom to operate as a separate bank.

Hopes rise over Brazil debt

By John Lawless

Talks between Western creditor banks and Brazil, due to start in New York on Monday after a two-month gap, may be postponed for a week to allow the country's political situation to crystallize after the death of the president-elect, Senor Tancredio Neves.

The banks, however, believe that one effect of his death will be to speed settlement of a debt rescheduling package, already broadly agreed.

They believe that Senor Neves' nephew, Senor Francisco Dornelles, will remain

minister of finance, and one banker yesterday said they hoped to see him emerge stronger "because he is much more of a realist".

The banks have had special-interest in Brazil for a couple of weeks, looking at the economy, and some now believe that an unexpected \$2.5 billion (£1.9 billion) new money loan may not after all, be needed — other than for political purposes.

Senor Dornelles is expected to present details of the "unmanageable chaos" inherited from military rule to the

Brazilian congress on May 8.

Until the International Monetary Fund has reached a new understanding with Brazil, the banks will not be able to activate their rescheduling agreement, with repayment of \$45.3 billion over 16 years.

Creditor governments have agreed to reschedule about \$400 million of Ecuador's debt falling due between mid-1984 and the end of 1987. Ecuador's finance minister, Senor Francisco Swett, said yesterday in Paris. Agreement was reached at the end of a two-day meeting

1984—a strong demand for our protection and support services

	1984	1983
Premiums Written	£57.67m	£44.64m
Profit after tax	£1.98m	£0.86m
Shareholders' Funds	£31.04m	£24.06m

Extracts from Mr. P. R. Dugdale's Statement to Shareholders

On the three underwriting accounts open in 1984, premiums written totalled £57,671,937 (1983 — £44,637,396), an increase of 29.2%. The 1982 underwriting account reflects the upturn from the depths of the recent recession and the loss reported last year in the closure of the 1981 account.

Results and Dividends

The 1982 underwriting account produced a profit of £1,668,026 (1981 — loss £112,594). After adding investment income of £2,446,866, allocating £35,596 to the UK Employee Share Scheme and charging taxation of £1,576,351, the net profit for the year was £1,982,945.

The Directors have decided to recommend a final dividend of 4.68800 pence making a total of 8.43840 pence, an increase of 12.5%.

General

A year ago I spoke of the gradual spread of economic recovery in this country from the consumer-orientated trades to the investment goods sector and this process continued throughout 1984. Excluding the mining sector and related industries which were affected by the dispute in the coal industry the economy went ahead in line with expectations. As our portfolio of policies has virtually no mining or energy content, the growth in turnovers of our policyholders was, on average, well

above that of the overall economy. The value of transactions we insured in the UK in 1984 grew by about 26%, falling just short of £19 billion, and our world-wide turnover increased to £21.9 billion.

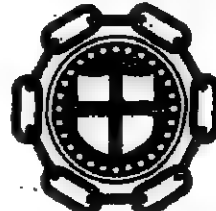
Business failures continued at record levels in 1984 and, so far in 1985, there are no signs of any improvement in the situation. Industries particularly affected last year were building & construction and the home computer industry.

Prospects

As we moved into 1985 we saw interest rates jump by 4½ points in a matter of weeks. We at Trade Indemnity are conscious from past experience of the immediate impact of such movements on the business community, whose borrowings are directly geared to current market rates. Bearing in mind the prevailing level of insolvencies, this does not augur well for failure experience in the months ahead.

It seems right to assume that earlier increases in premium rates, whilst continuing to show through in the open underwriting accounts, will be making a lower contribution than hitherto to our premium growth. The reduction should, however, be more than offset by the effects of higher input prices and by a further expansion in the turnovers of our policyholders. We shall also be looking again to new business for a substantial part of our growth in 1985.

Copies of the Report and Accounts for 1984 are available from The Secretary, Trade Indemnity House, 12-14 Great Eastern Street, London EC2A 3AX



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£50,000 pay rise for BAT chief

By Our City Staff

The chairman of BAT, Mr Patrick Sheehy, received a one-third increase in pay for 1984, taking his total emoluments from £150,000 to £202,500, according to the British multinational's annual report yesterday. This figure includes performance related bonus, but excludes company pension contributions.

Mr Sheehy records that the group's profit from tobacco, paper, retailing and financial services has more than doubled over the past three years to £1.4 billion.

The greatest growth has come from expansion into financial services with the £664 million takeover of Hambro Life this January following the £968 million acquisition of EagleStar.

In his annual statement, Mr Sheehy writes that these "have made the group a major force in the fast-growing market for financial services, ranking second in terms of premium income, and with £9 billion of funds under management". Further expansion in financial services is likely to be abroad.

BAT assured *The Times* yesterday that no copies of its annual report, which is treated as a secure document, were released early. This is contrary to City speculation, reported in our Market Report yesterday, that some market participants had seen early copies.

CBI pressure over Bill

The Confederation of British Industry is to increase its pressure on Parliament to ensure that key amendments to the Insolvency Bill, introduced in the Lords, are retained when it reaches the Commons next week. Ian Griffiths writes.

Significant concessions, backed by the CBI, were won in the Lords on the disqualification of directors, wrongful trading and the Government's preferred creditor status. The CBI is now briefing MPs of all

parties in an effort to counter any attempt by the Government to reverse the amendments made by the Lords.

The Government has accepted that there should no longer be any provision for the automatic disqualification of directors. However, it is likely to oppose Lord Benson's amendment, which stressed the importance of maintaining proper accounts and secures the position of directors

STOCK MARKETS	
FT Ind Ord	362.5 (+2.9)
FT All Share	619.62 (+0.57)
FT Govt Securities	81.40 (-0.33)
FT-SE 100	1,285.7 (+0.8)
Bargains	24.08
Dataseam USM	NA
New York	
Dow Jones	1,278.48 (-0.22)
Nikkei Dow	12,217.77 (+93.63)
Hong Kong	
Hang Seng	1,517.30 (+5.67)
Amsterdam	208.1 (+1.7)
Sydney: AO	871.4 (+11.4)
Frankfurt	
Commerzbank	1,232.7 (+3.3)
General	233.88 (+0.57)
Paris: CAC	213.6 (+0.6)
Zurich:	
SKA General	343100 (-0.20)

GOLD	
London fixing:	
am \$322.80 — pm \$332	
close \$322.50-323	\$262.75-263.75
New York:	
\$321.85	

MAIN PRICE CHANGES	
RISER:	
Resource Tech	44p +10p
Muirhead	180p +40p
EMAP	140p +11p
Clarke Clement	103p +10p
Gastner	108p +8p
Volex Group	143p +18p
Good Relations	218p +13p
Henry Ansbacher	61p +3p
Nottingham Mkt	218p +10p
Harold Ingram	119p +10p
Standard Fireworks	174p +7p
Cadbury Schwepp	155p +8p

FALLER:	
Burnett & Hall	45p -5p
Markheath	80p -2p
Cluff Oil	25p -5p
Turnip Corp	285p -25p
Stockley	70p -5p
Brikat	285p -25p
Micro Bus Syst	180p -10p
Clyde Petro	85p -5p
Matthew Brown	368p -20p
Accorn Compu	28p -1p
Compan Bros	88p -4p

CURRENCIES	
London:	
£/\$ 1.2175 (-0.0285)	
DM/\$ 3.8220 (-0.0306)	
Sfr/\$ 3.1775 (-0.0183)	
FF/\$ 1.8315 (-0.0175)	
Yen/\$ 307.90 (-4.90)	
£/index 77.3 (-1.5)	
New York:	
£/\$ 1.2217	
DM/\$ 3.8135	
Sfr/\$ 3.1469 (+2.0)	
FF/\$ 1.8201	
Yen/\$ 307.90	
SDR 0.785432	

INTEREST RATES	
London:	
Bank Base: 12%—12½%	
3-month Interbank 12½%—12¾%	
3-month eligible bills 11¾%—11¾%	
US:	
Prime Rate 10.50%	
Federal Funds 7¾%	
3-month Treasury Bills 7.791—7.795	
Long bond 9¾%—100%	

TEMPUS

John Laing keeps secret of success

John Laing was remarkably coy yesterday about its overseas operations. A surprising approach, given that it was the most significant aspect of the 1984 preliminary figures which saw pretax profits increase from £23.8 million to £30.3 million. A large part of this increase was attributed to the £4.1 million turnaround overseas from a loss of £2.6 million in 1983 to a £1.5 million profit last year.

Exactly how that was achieved remains a closely-guarded secret. There was an element of currency translation, perhaps as much as £1 million, but the company would not, or could not, quantify the precise effect. There was an improvement in debt collection, but there were no clues as to how much. Finally, there was an element of loss elimination through improved trading, but Laing was not letting on exactly where, although Spain and Venezuela must be the most likely locations.

The sensitivity of specific information relating to individual contracts must be respected but Laing was being perhaps a little over protective.

The turnaround overseas does not, however, mean that all the group's problems are over. There are still difficulties in the Middle East and the level of provisions Laing has been forced to make against its contracts has not fallen.

At home, marginal improvements were registered in all three divisions, but performance was far from impressive. The construction industry remains highly competitive. The most promising division is housebuilding. The number of units sold increased from 1300 to 1500 in the year and there is every sign that this will improve again in 1985.

The trading profit was almost static but it was depressed by the costs of entering the retirement homes market and setting up a housebuilding operation in California. The total costs of these operations were £1 million in the year, although there will be very little contribution of profits before 1986.

Laing continues to amass a quite substantial cash mountain. Net funds were up by £10 million to £84 million in the year and helped the interest received up by nearly £2 million to £6.3 million. There are signs, however, that the company wants to do anything other than hang on to the cash, although there must be a case for applying it elsewhere.

The shares closed down 8p at 212p. There is no reason why they should provide any excitement in the short term.

Vickers

The assembled multitudes at Millbank Tower for Vickers annual meeting today will be heartened by the news that the company is making a serious effort to put itself back on a growth track.

Yesterday's announcement of the £12.8 million purchase of the Comforio Group, an international office furniture business, may not have the hallmarks of an earth shattering deal but it is a significant move in the context of Vickers' development.

After several years of divestment, yesterday's acquisition is a clear indication that the group is now sufficiently confident to expand its core activities when the right opportunity becomes available. Vickers is prepared to put money behind its core businesses to improve product range and widen geographical spread of markets.

The takeover offers an ideal match. Comforio's strength in office seating complements the steel and wood office equipment which has dominated Vickers' existing operations. More importantly, the link up brings an immediate foothold in other international markets.

The most important is the US where Vickers sales of office equipment are nil. Comforio already has a strong presence there and the existing marketing infrastructure will allow Vickers to sell its existing products into America for the first time. Before the acquisition 93.7 per cent of office furniture sales were in Britain and France.

With Comforio in train this will reduce to 64.3 per cent. Exposure to the German market will also be substantially increased.

The price that Vickers has paid for the business is hardly excessive with an exit price earnings ratio of under seven. More importantly, it fits with the stated strategy of developing the core businesses and is just a taste perhaps of things to come.

Campari Int

At a glance, Campari International's 1984 results look grim. The loss before tax widened to £2.8 million from £156,000 and the loss per share plummeted to 33.5p following £2.7 million of exceptional debits and £771,000 of extraordinary.

However, the company, which imports leisurewear and camping equipment, is on course for a modest profit this year, after clearing the deck of stocks which have been allowed to build up to unprofitably high levels.

A massive sale in the second half reduced stocks to £9.8 million by the year-end against £16.1 million previously. Stock was turned over 3.3 times against 1.9 and should improve further this year.

The cost of the cut-price clearance was the one-off £2.7 million. The extraordinary debit stemmed from the closure and transfer of excess warehouse capacity.

The balance sheet will take a while before it assumes a more healthy appearance. Borrowings were cut by £2.7 million to £13.6 million and should fall substantially more this year.

News on trade is encouraging. Forward orders are more than double those achieved a year ago, with consumer spending on leisurewear remaining buoyant.

The shares eased 2p to 29p. They are unlikely to recover - they hit a high of 47p in 1984 - until profits actually materialise, which will be in the second half of this year rather than the first half. Campari is still a long way from the record £1.75 million profits made in 1978.

The dividend was unchanged at 1p total, giving a yield of 4.9 per cent.

International shares find renewed strength

By Derek Pain and Jeremy Warner

Sterling's sudden plunge against the strengthening dollar gave a boost to international shares yesterday - but left the rest of the stock market far from happy.

The pound's slide has probably ended any chance of an early cut in interest rates. Indeed, some market men are already bracing themselves for a possible jump if the pound fails to regain some of its recent confidence.

Expect the pace to quicken at H. Young, the former garage group now being built into a distribution and financial services group. The company recently took over a wine business and is on the verge of clinching another acquisition. Profits in the eight months to end January were £313,036 and more than £500,000 seems in prospect for the present 14-month period. At 105p the shares are worth watching.

Imperial Chemical Industries' first quarter figures - due today - also tended to instil caution. Some analysts have been tempted to pull back their profit forecasts and the general expectation has drifted from the £300 million mark.

At the close, the FT 30-share index was 2.9 points higher at 962.5 points. The more broadly-based FT-SE share index was just 0.8 points higher at 1285.7 points. Trading was quiet and the modest progress was almost

entirely due to the strengthening of international shares.

ICT recovered an early fall to close unchanged at 769p despite the profit uncertainty. Glaxo Group was 38p higher at 1,220p and Beecham Group rose 7p to 360p. Blue Circle Industries, weighed down recently by rights issue fears, edged ahead 4p to 480p.

Vickers gained 7p to 259p on the German acquisition. British Aerospace, after falling below 400p, gained 5p to 408p on the latest step in the government share sale and the rights issue.

Crits had a subdued session, suffering falls of up to 27p on the back of the weak pound.

Rowntree Macintosh, which attracts regular bouts of takeover speculation, was back in the spotlight again yesterday rising 13p to 428p on vague talk of an overseas bid.

As on previous occasions, the rumours concentrated on Hershey of the United States and Schuchard of Switzerland. Imperial Group, after it has sold off its troubled Howard Johnson offshoot, is also thought of as an outside contender.

Cadbury Schweppes was also firm in foods, rising 6p to 156p on a buy recommendation from Fielding Newson Smith. Sterling weakness also helped.

Prince of Wales Hotels held at 107p after a Norwegian buying spree which netted 26 per cent of the capital.

Tor Andenæs, an office property development company quoted on the Oslo Stock

Exchange, and what is believed to be a related Swiss company, Sunbelt Holdings, bid institutional shareholders for stock on Tuesday.

Earlier this month, W. Greenwell, the broker, placed

which played a crucial role in defeating Wolves' bid for Davenport Brewery two years ago, has sold its 4.9 per cent shareholding in the company. The stake has gone to the British Rail Pension Fund, one

East Midland Allied Press rose a further 14p to 160p on persistent talk of a bid from Fleet or International Thomson. Any bidder would need to attract the support of at least a part of the large Winfrey family shareholding in the company. Mr Frank Rogers, the chairman, said he had received no evidence of any big new shareholding. "In my opinion, the results of the company fully justify the current share price anyway", he said.

50 per cent of the capital at 85p a share. PoW's principal shareholders are Kuwait Investment Office with a stake approaching 20 per cent and Quality Inns, the American group which has 29.9 per cent and manages the group's hotels.

Neither Greenwell, PoW nor Quality Inns have had contact with Andenæs which is valued on the Norwegian market at about £20 million.

Regional breweries were ruffled by the referral of the Scottish and Newcastle Breweries bid for Matthew Brown to the Monopolies Commission. Wolverhampton and Dudley Breweries fell 6p to 314p. The Whitbread Investment Co

of the institutions which has sold Brown shares to Scottish. At one time, the BR fund held 6 per cent of Brown.

Brown shares closed 20p down at 366p and Scottish 2p lower at 133p.

BAT Industries firmed 11p to 341p after strong buying - around 4.6 million shares - in New York on Tuesday.

Selincourt, the clothing group, shaded to 28p. Word in the market late yesterday was that Mrs Jennifer d'Abo, who runs the Rymans stationery chain, was preparing to make a partial offer at around 33p a share. Mr d'Abo could not be contacted yesterday.

The clothing company has

been undergoing a reshaping at the hands of Sir David Nicholson and his team.

In stores Debenhams went against the trend, rising 9p to 262p on talk of a bid today from Habitat Mothercare, itself 6p lower at 356p. The story was categorically denied however, by Mr Roger Seelig, of Morgan Grenfell, Habitat's merchant bank adviser.

Habitat was in bid talks with Debenhams about eight weeks ago but the talks were terminated after the two sides failed to reach agreement. Mr Seelig said that Debenhams was not worth its present share price.

There were scattered falls elsewhere among stores. Marks and Spencer closed 4p lower at 104p. Burton was 6p easier at 488p and Easeworth ordinary fell 4p on the day to 199p. Great Universal Stores A were 8p easier at 809p on consideration of the group's sale of its Global holiday business. Dee Corporation rose 6p to 225p after announcing in a circular to shareholders that it intends to recommend a final dividend for this year of 5p, boosting the total by 55 per cent to 7.25p.

Booker McConnell shares, the subject recently of an unsuccessful bid by Dee, rose 5p to 253p, shrugging aside a statement by Dee in the same circular that it intends to sell its 15.8 per cent stake in Booker "in a manner which will be of most benefit to Dee shareholders". Muirhead rose 40p to 180p

on the bid from RHP but Ocean Transport and Trading continued to suffer from P & O's recent statement that it did not intend to bid and fell 5p to 176p.

Group Lotus eased 2p to 96p as Mr David Wickins, chairman, sold 100,000 shares and Godfrey Davis eased 1p to 119p after Prudential Assurance Group's decision to go above 5 per cent.

Banks tended easier. Barclays

Barham Group, the advertising to property group, has switched brokers - from Rowe & Pitman to Capel-Cure Myers. The company, built up rapidly by accountants Mr Norman Fetterman and Mr Tony Ward, from the old Dollond's Photographic, is due to announce its results tomorrow. About £480,000 looks likely. The shares eased 5p to 510.

Bank fell 8p to 349p as the rumour of its rights issue was placed. Insurances were mixed. Oils remained uncertain following doubts over crude oil prices. Ahead of today's results, Falcon Resources fell 13p to 464p.

Newcomer Asda Properties, offered at 172p, touched 180p.

John Laing fell 8p to 210p after profits which were in line with expectations, while M J Gleeson closed 10p lower at 222p, also on disappointment with figures.



Joe Cummings

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Monopolies referral for breweries bid

By Our City Staff

Scottish & Newcastle Breweries' £100 million bid for Matthew Brown, the Blackburn brewer, was yesterday referred to the Monopolies and Mergers Commission.

It is the second time in a year that S & N's expansionist ambitions have been blocked by a reference. On the last occasion, S & N abandoned its £44.5 million bid to J. W. Cameron, the Hartlepool brewer, when the reference was made.

This time, however, S & N intends to follow through the reference and says it is confident the findings of the commission will allow the takeover to go ahead. S & N has built up a 15 per cent shareholding in Matthew Brown during the bid.

Matthew Brown was backed by a huge local campaign of support in its effort to have the bid referred. More than 7,000

people signed a petition, while the Office of Fair Trading received representations from 400 interested parties, including Daniel Thwaites, a rival Blackburn brewer, and the Campaign for Real Ale.

The chairman, Mr Patrick Townsend, said he was confident the company's case for independence would be upheld. "Everyone at Matthew Brown is delighted with the news, which will allow us to get back to the real job of running a successful business".

"The support from all sectors including MPs, councillors, suppliers and customers for Matthew Brown, coupled with the demonstrable feelings of our workforce, have been tremendously encouraging", he said.

In the stock market, where the reference had been widely expected, Matthew Brown shares fell a further 20p to 366p on confirmation of the decision.

Ireland eases oil controls

The Irish Government is to ease financial controls on companies prepared to explore for oil off its coasts in the wake of a poor response to its latest offshore licensing round.

It has offered new exploration blocks off its southern coast with the condition that 50 per cent of any commercial production should go to the government.

While such conditions have been acceptable in the North Sea, where reserves are high and

production profitable from even small oilfields, the likelihood is that any discoveries in Irish waters will be small and will involve highly complex reservoirs.

The Irish Government has said that new terms will be offered soon in the hope of persuading the oil companies that future investment could be viable.

To date only one large oil discovery has been made - off the Cork coast.

BOUSTEAD

Boustead plc is an international trading group with activities including engineering, manufacturing, marketing and distribution, commodity broking and a range of management and specialist services. The Group's centres of operation are in the United Kingdom, Singapore and Australia, through which it has interests in other areas, including Europe, Hong Kong and the USA.

Extracts from the Board's Announcement

- Disappointing results due to losses in Australia and by UK soft commodity operation - re-assessment of these areas in process.
- Other companies performed satisfactorily including King Trainers which returned pre-tax profit in excess of £300,000.
- Consider the underlying strengths of the Group's activities will enable a return to profitability in 1985.

Financial Summary		£'000
Revenue	1984	42,674
Revenue	1983	42,674
Operating Profit	1984	1,254
Operating Profit	1983	1,254
Profit After Tax	1984	1,254
Profit After Tax	1983	1,254
Dividend Paid	1984	1,254
Dividend Paid	1983	1,254

Note: The comparative for 1983 has been restated to account for a prior period adjustment.

A copy of the Annual Report can, from May 27th, be obtained from the Secretary, Boustead plc, 14/15 Conduit Street, London, W1R 9TG.



Pragmatism and private money hold the key to new World Bank role

Under weak leadership, the World Bank has lost influence and support. Bailey Morris reports on a new plan to put more of its effort behind private investment to aid structural adjustment in developing countries.

The World Bank of the 1980s is an institution in search of a role.

In sharp contrast to the buoyant 1970s, the Bank's star has fallen recently. During its struggle to adapt to a new period of scarce resources, it was nearly eclipsed by its sister agency, the International Monetary Fund, which became the focus of the global debt crisis.

Now, after three experimental years, the Bank is emerging with a clear view of where it wants to go. The largesse of the 1970s will be replaced by a new, more pragmatic set of policies.

These will put the Bank more heavily into structural adjustment lending, formerly the special province of the IMF, greatly increase its catalytic role in aiding private sector investment in poor countries; channel more resources to drought-plagued sub-Saharan Africa; and thrust it more deeply into the

business of telling governments how to run their economies. This is the new role the Bank outlined for the first time in a paper distributed at last week's joint meeting with the IMF.

The big question mark, however, is whether the Bank has the leadership to carve out a new, enhanced role for itself in the 1980s.

Under the tenure of Mr A W "Tom" Clausen, the current President, the Bank's control of member countries has suffered. The US Treasury, which rarely dares to challenge Mr Robert McNamara, his outspoken predecessor, has been openly critical. Rumours were floated that Mr Clausen would be let go when his current term expires on June 30, 1986.

At present, for the first time in the Bank's history, IMF staff members sit in on discussions in the Bank's board room when large loan proposals are considered. This has occurred during a period in which member nations, particularly the big industrialized nations, are pressing for closer coordination between the two multilateral agencies.

But many observers see this IMF foray into World Bank territory as the beginning of a process.

"The United States is trying



A. W. "Tom" Clausen: the US Treasury has been openly critical of his leadership

to create a structure under which only those countries which make deals with the IMF will be able to qualify for medium to longer term structural adjustment loans offered by the World Bank," one official said.

But the World Bank is resisting, in an attempt to retain its independence which allows it to continue making loans to countries such as Turkey which are not able to make peace with the IMF.

This is all the more important given the new stress on structural adjustment lending

within the Bank. The Bank did not start making these loans, which support broad-based, long-term structural change in borrowing countries, until 1980. Prior to that, only the IMF made such loans on a short-term basis to help countries through temporary balance of payments crises.

Until recently, the US was strongly opposed to this new activity which it regarded as an attempt by the Bank to increase its own power by dispensing large amounts of money which would require an increase in its resources. A decision was taken by the big donor nations to limit such loans to a maximum of 10 per cent of the Bank's overall portfolio.

But recently, the Reagan Administration shifted gears dramatically when it became clear that the problems of debtor nations remained serious, in part because of a big shortfall in the flow of commercial bank flows which is expected to worsen. It now appears to support a proposal that the Bank's structural adjustment loans and related sector adjustment loans be allowed to increase to more than 25 per cent of the Bank's total portfolio of more than \$15.5 billion (£12.2 billion).

Under this scenario, the IMF and the Bank will work as a team making short-term and longer-term loans, in the process, restructuring the economies of a growing number of debtor nations.

One area in which the Bank, the US, Britain and other large donor nations are in firm agreement is the increased role envisaged for the private sector in developing countries.

To this end, the International Finance Corporation, the Bank's private investment arm headed by Britain's Sir William

Ryrie, has been given a large increase in resources and its programmes are being expanded greatly.

At the same time, the Bank is proposing creation of a new, related agency, to be known as the Multilateral Investment Guarantee Agency (MIGA) to provide, for the first time on a multilateral basis, political risk insurance.

The idea of a MIGA has been floated for more than 20 years but only recently has it gained broad based support.

However, new opposition surfaced last week at the Bank's joint meeting with the IMF when the group of 24 nations, which includes many developing countries, failed to endorse the proposal in its formal communiqué.

Developing countries, reflecting a deep-seated fear of private sector involvement arising from prior periods of "big power" mercantilism, fear they would have to give up too much under this multilateral insurance scheme. The issue is expected to be a prominent one at the annual meeting of the Bank and the Fund in October in Seoul, Korea.

By that time, the issue of who will lead the Bank through the rest of the 1980s is expected to resurface.

More than most institutions, the World Bank is regarded as a "Presidential institution." Its fortunes rise or fall on the strength of the incumbent leader.

Whether it will be able to enact under Mr Clausen the role it has now put down on paper is a question which will attract much discussion. Prior to last year's annual meeting, at which Mr Clausen firmly squashed speculation he would resign before completing his first term, rumours were rife that Mr Paul Volcker, the independent chairman of the US Federal Reserve Board, would succeed him.

There now appears to be two camps within the US Administration which traditionally names the World Bank president. In one camp are those who favour the re-nomination of Mr Clausen, as a known quantity who listens closely to what the Treasury says. In the other camp are those supporting Mr Volcker for a variety of reasons, including some who want him out of the US Central Bank much as former President Lyndon Johnson apparently wanted Mr McNamara out of the US Defence Department.

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Extracts from the Report of the Chairman, Mr D. J. Wise, to the Annual Meeting on 24th April, 1985:

Investments
"At the end of 1984, the total market value of the Society's investments was £3,650 million. Of the increase of £500 million over the figure for the end of 1983, just over £160 million represented new investments over the year, the balance of around £340 million resulting from the rise in market values of investments.

Life Assurance
"I am pleased this year to announce improvements in the form of our reversionary bonuses for assurances and further substantial improvements in our terminal bonuses. These improvements follow a complete revision during the last 12 months of our ranges of Ordinary and Industrial section assurance policies, including new and highly competitive premium rates. Together these changes in premium rates and bonuses will enable us to offer a very attractive range of life assurance products appropriate to modern conditions.

Motor and Household Insurance

"In the general insurance field there have been signs that many insurers have realised that they could not continue to

RESULTS FOR 1984

- * Total premium income up from £466m to £507m.
- * Investment income up from £174m to £201m.
- * Life premium income up from £267m to £296m.
- * £150 million surplus to life policyholders - record payouts on maturing policies.
- * Property premium income up from £115m to £125m.
- * Motor premium income up from £66m to £68m.
- * £11 million profit on non-life business despite adverse conditions.
- * Low expense ratios further reduced.

companies, our own premium rates have become progressively more competitive, and our policyholders are increasingly reaping the benefit of our efficient administration which ensures that a relatively small proportion of the premiums is absorbed in expenses and commission.

"After two consecutive years in which the motor premium income had decreased, it is gratifying to see the start of a recovery in this account. Despite the generally competitive level of our premium rates during 1984, the recovery has been very gradual, but towards the end of the year there were encouraging signs of an increase in the number of vehicles insured.

"The claims experience on household insurance was much worse in 1984 than in 1983. Widespread storms in January 1984 caused extensive damage to homes and other property; the exceptionally warm summer has led to a further increase in the number of claims for damage caused by subsidence; and there has once again been an increase in the number of theft claims."

All profits to policyholders - personal home service too

* The CIS is one of the country's leading insurance companies. Helping to protect some 3½ million families in the UK (one family in six) the Society has one of the highest penetrations of households in the personal insurance market. There are 14 million life, home and motor insurances currently in force.

* An important factor in achieving competitive premium levels is the CIS's low level of operational expenses, which, per policy, are amongst the very lowest in the insurance industry.

* The CIS is firmly committed to the personal 'home service' method of transacting insurance, which it believes to be the best, most efficient, and most economical way of providing for the day-to-day insurance needs of the nation's families. CIS full-time agents provide a much appreciated personal service in the homes of policyholders, collecting premiums, advising on insurance requirements and helping with claims when they arise.

* The CIS is one of the country's most successful consumer co-operative societies, marketing its popular and very competitive range of insurances on a truly co-operative basis - and giving good value for money. All profits are devoted to policyholders after making the necessary reserves to carry on the business.

3½ million families feel secure with

CIS
CO-OPERATIVE INSURANCE SOCIETY LIMITED

Chief Office:
Miller Street,
Manchester M60 0AL.
Tel: 061-832 8686



SCOTTISH WIDOWS' FUND AND LIFE ASSURANCE SOCIETY

Notice of Annual General Meeting

Notice is hereby given that the 171st Annual General Meeting of the Members of the Society will be held within the Head Office, 15 Dalkeith Road, Edinburgh, on Tuesday, the 7th day of May 1985 at 2.30 pm for the following purposes:

To consider the accounts and balance sheets for the year ended 31st December 1984 and the Reports of the Directors and Auditors.

To elect Directors.

To appoint Auditors.

To fix the remuneration of Directors.

To pass, if thought fit, the following Resolution recommended to the Members by the Directors:
"That the remuneration of the Auditors for the current year be fixed by the Directors of the Society."

To consider and, if thought fit, pass the following Resolution which will be proposed as a Special Resolution:

"That the regulations of the Society be altered by the deletion of regulation 91 (Indemnity of officers, etc., of Society) thereof and the substitution thereof of a new regulation 91 as follows:

91. - (1) Every director, local director, chief executive, secretary, trustee, trustee, secretary or other officer or employee for the time being of the Society, and his executor, personal representatives and administrators, shall be entitled to be indemnified out of the funds of the Society against all actions, costs, charges, losses, liabilities, damages and expenses which he or his executor or personal representatives or administrators shall incur or sustain by reason of or in consequence of anything done, concurred in, suffered or omitted by him or in or about the execution or discharge of his duties (or supposed duties), or the exercise of his powers, in his office, trust or employment or otherwise in relation to or in connection with his duties, powers, office, trust or employment (including, without prejudice to the generality of the foregoing, any liability incurred by him as such director, local director, chief executive, secretary, trustee, secretary or other officer or employee of the Society or of any auditor or law agent, or by reason of his having joined in any receipt for money not received by him personally nor shall he be liable or answerable for any banker, broker, collector or other person with whom or into whose hands any property or moneys of the Society shall or may be lodged or deposited or come, or for the insolvency or deficiency of the title to, or the depreciation in the value of, any security or investment or other property which may from time to time be acquired for or on behalf of the Society or for the insolvency or deficiency of any investment or security in or upon which any of the funds of or belonging to the Society shall be placed or invested, or for any other loss, misfortune or damage whatsoever which may happen in the execution of his office, trust or employment or in relation thereto, unless the same shall happen by or through his own wilful neglect or wilful default.

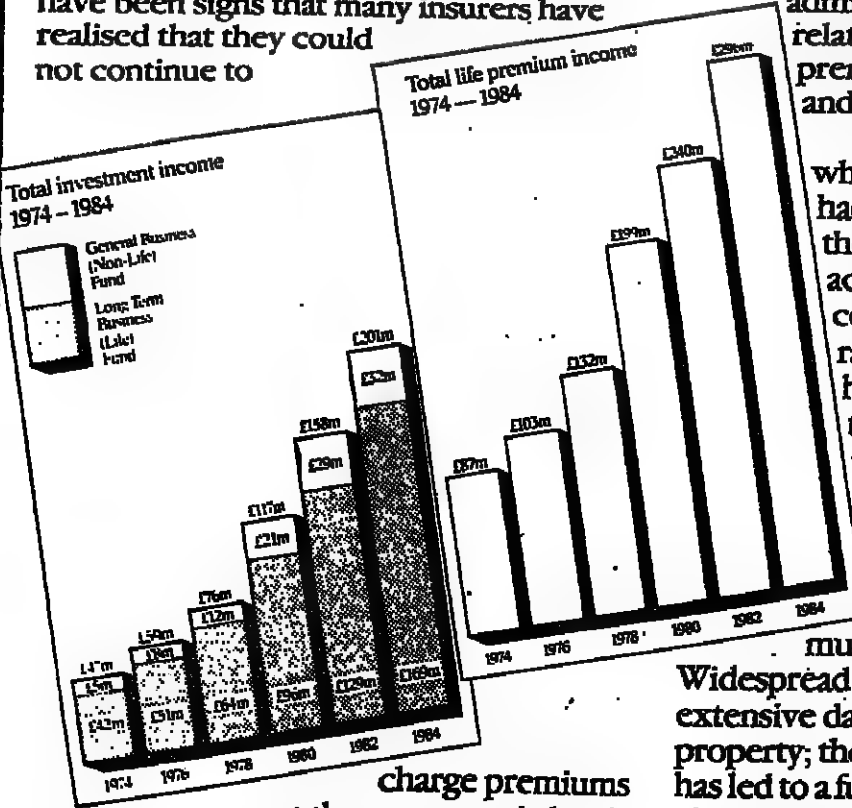
(2) No director, local director, chief executive, secretary, trustee, secretary or other officer or employee for the time being of the Society, or his executor or personal representatives or administrators, shall be liable or answerable for the acts, receipts, neglects or defaults of any other director, local director, chief executive, secretary, trustee, secretary or other officer or employee of the Society or of any auditor or law agent, or by reason of his having joined in any receipt for money not received by him personally nor shall he be liable or answerable for any banker, broker, collector or other person with whom or into whose hands any property or moneys of the Society shall or may be lodged or deposited or come, or for the insolvency or deficiency of the title to, or the depreciation in the value of, any security or investment or other property which may from time to time be acquired for or on behalf of the Society or for the insolvency or deficiency of any investment or security in or upon which any of the funds of or belonging to the Society shall be placed or invested, or for any other loss, misfortune or damage whatsoever which may happen in the execution of his office, trust or employment or in relation thereto, unless the same shall happen by or through his own wilful neglect or wilful default.

To transact any other ordinary business proper to an Annual General Meeting.

Forms of Proxy for the use of Members of the Society who are unable to be present at the Meeting, but who may wish to vote, may be obtained on application to the undersigned. To be effective Proxies must reach the Society's Head Office not less than two clear working days before the time for holding the Meeting. A proxy need not be a member of the Society.

C. M. CAVAYE
Managing Director
15 Dalkeith Road, Edinburgh EH16 5BU
2 April 1985

NOTE: A copy of the Report will be sent on request to any Member who would like to have one.



charge premiums at the uneconomic levels to which they had fallen. As a consequence of the rate increases imposed by other

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bank role

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De Beers Julian Ogilvie Thompson's Statement for 1984

At the end of 1984 Mr. H. F. Oppenheimer retired after 27 years as Chairman of De Beers, but will stay on the Board, and was succeeded by Julian Ogilvie Thompson. Nicholas Oppenheimer was appointed Deputy Chairman.



At the end of 1984, a few days after the 50th anniversary of his appointment as a director, Mr Harry Oppenheimer retired as Chairman of De Beers, he had held that office for 27 years. His father, Sir Ernest, whom he succeeded, had been a director for 31 years, all but three as Chairman. That constitutes a remarkable record of service from father and son to any company.

Essentially, the structure that Sir Ernest established half a century ago, to bring under unified control the producing and selling functions for rough diamonds, has remained unaltered to this day. Harry Oppenheimer adapted it as necessary to the demands of a changing world, and in doing so he further strengthened the Company's pivotal position as leader of the diamond business. The years of his chairmanship saw a prodigious growth in the activities of the Company, particularly in the size and diversity of the non-diamond assets which have played such an important part in enabling De Beers to provide the finance for bringing the industry through what Mr Oppenheimer has described as its worst depression in 50 years.

I know shareholders will want to join me in expressing our appreciation of Mr Oppenheimer's immense contribution to our affairs, and our pleasure that he has agreed to remain on the board.

Record diamond jewellery sales

Although retail sales of diamond jewellery set a new record in 1984, difficulties in the market for rough diamonds persisted. Measured in US Dollars, the currency in which rough diamonds are priced, sales by the CSO were only one per cent higher than in 1983, at US \$1,613 million.

The year started encouragingly, with sales in the first half seven per cent up on the corresponding period of the previous year; sales in the second half fell back sharply, however, as trading conditions in the cutting centres became more difficult. For this there were three main reasons. First, the continued and substantial appreciation of the US Dollar against other currencies effectively increased diamond prices in the rest of the world. Secondly, in the light of the losses sustained in financing the diamond trade, the banks continued to rationalise their lending activities, thus accentuating the financial pressure on some manufacturers and dealers. Thirdly, at a critical juncture imports of polished diamonds into Antwerp temporarily increased, which because of the timing and price levels involved had disruptive effects in all the cutting centres.

CSO continued stabilisation

Accordingly the CSO continued its stabilisation policy by withholding from the market the larger sizes and better qualities of diamonds. Nevertheless, there was only a relatively small real increase of R191 million in Group stocks over the year.

In all the circumstances, I believe that De Beers' results last year were as satisfactory as could be expected. Net attributable profits, excluding our share of retained profits and extraordinary profits of associated companies, rose by eight per cent to R332.5 million, or 92.4 cents a share. Including our share of retained profits of associated companies, earnings increased by 28 per cent to R677.7 million or 188.4 cents a share. Our share of associated companies' extraordinary profits was R56.2 million, compared with R5.7 million in 1983. The dividend was maintained at 40 cents a share, absorbing R143.9 million.

Net current assets improved by R185 million to R282 million and the increase in long- and medium-term liabilities was R465 million, leaving a net apparent increase in funding of R280 million. However, this figure was less than the increase of R349 million which would have resulted from the application of the change in the Rand/Dollar exchange rate to such liabilities and assets brought forward from the previous year. Borrowings remain well within the total facilities available to our Group.

of which, except for a small dip in 1982, retail diamond jewellery sales set a new world record — stocks in the cutting centres have fallen by nearly US \$5 billion i.e. by five times as much as the rise in our own stocks. The low level of cutting centre stocks now prevailing is evidenced by the much more reasonable levels of bank finance outstanding. Stocks in the hands of jewellery manufacturers and retailers have likewise fallen significantly. Hence if the world economy continues to grow — and one hopes it may soon do so at a more balanced rate

Demand for rough diamonds is broadening — retail diamond jewellery sales set a new record

Investments outside the diamond industry appreciated by R409 million to R3,687 million (1,024 cents per share) over the year, and yielded income of R183 million, compared with R162 million the previous year.

overall — the stage is well set for sales of rough diamonds to resume their rising trend.

At the first three sights in 1985, during which the CSO maintained its policy of selective allocation, there was a welcome indication of interest in a wider range of diamonds, and sales of the larger sizes increased.

Total sales were affected by the decision of the Indian trade not to import rough diamonds over a period that included the February sight, as a result of certain fiscal problems between the trade and the authorities in Bombay. It remains to be seen whether the sales lost by the CSO as a result of this action will be recouped during the remainder of the year.

Retail sales of diamond jewellery in the burgeoning United States economy increased in value by no less than 19 per cent in 1984. Outside the United States there was on average a small increase in retail sales in local currencies, largely no doubt as a result of the slow rate of economic growth in the other developed countries and the effective increase in diamond prices to which I have referred. Overall more consumers acquired diamond jewellery than ever before and the increase in retail sales world-wide came to approximately six per cent in Dollars. It follows that sales of diamonds in jewellery once again substantially exceeded the corresponding value of rough diamonds sold to the cutting centres — as a consequence of the CSO's policy of withholding qualities not in demand — and brought about a further significant decline in the quantity of diamonds in the pipeline between the CSO and the ultimate consumer.

The large rise in our stocks in recent years, from US \$936 million in 1980 to US \$1,950 million in 1984 (converted at the rate of exchange at the end of each year) is of course the obverse of the reduction in the pipeline stock that our policies have brought about. We estimate that during those five years — in each



A fine quality oval cut diamond

The industrial side of our business had another good year. There was a pleasing improvement in sales of natural grit, but sales of drilling stones continued to be affected by the depression in minerals exploration. Sales of synthetic grit and polycrystalline diamond products, which had passed the US \$100 million mark the previous year, rose by as much as 15 per cent, and there was further growth in the profitability of the Group's three diamond synthesis factories in South Africa, Ireland and Sweden, facilitated by new techniques developed at the Diamond Research Laboratory. We estimate that the market for synthetic and natural grit and drilling stones in the non-Communist world now absorbs about 150 million carats a year. The improvement in demand for industrial diamonds, other than drilling stones as yet, is particularly encouraging in view of the fact that the Argyle mine in Australia, which will be a big producer of industrial and drilling qualities, is due to come into full production at

the end of this year. Plans for the marketing of the Argyle production are being developed and we have intensified our research into new uses of natural diamond grit.

Production from the De Beers mines and Debswana, which is owned in equal partnership with the Government of Botswana, rose by 1,987,000 carats to 23,337,000 carats in 1984. Debswana's production increased by 2,182,000 carats to 12,914,000 carats, owing principally to the contribution of the remarkable Jwaneng mine.

Group expenditure on prospecting and research was appreciably higher at R88 million, largely because of the depreciation of the Rand. Several kimberlite pipes were discovered but none was of economic significance. Work continues on the Venetia pipes in the northern Transvaal, in the hope that in time the relationship between prices and costs will improve sufficiently to make this a profitable mine.

Unified wage structure

It is now nearly six years since the Group achieved a unified wage structure on its mines in South Africa and SWA/Namibia, and our extensive training and development programmes for employees at all levels has enabled us to make further progress in implementing our policy of merit-based manning. We welcome the recruitment of unskilled and semi-skilled employees in our Namaqualand division by the National Union of Mineworkers whose negotiations with mine management for a recognition agreement are well advanced. This will broaden employee participation in the negotiation of wages and conditions of service, which is in line with our policy of favouring responsible union representation on our mines.

The Urban Foundation

We have maintained our contributions to the Chairman's Fund, which devotes a large part of its activities to improving the quality and extent of technical education; and to the Urban Foundation, which has facilitated a number of notable achievements in the socio-economic development of South Africa during the past year. We believe that through these institutions, and others, the Group continues to play its part in the creation of a fairer and more just society in South Africa.

At the last annual general meeting Mr Oppenheimer referred with deep regret to the death in April 1984 of Dr Louis Murray, in a flying accident. Dr Murray had been a director since 1975. For nearly 20 years he had been responsible for our world-wide exploration activities, and it was under his leadership that the major discoveries in Botswana were made. We miss him deeply as a valued colleague and a close friend. In November, Mr Alex Barbour, a director of the Diamond Trading Company, was appointed to our board.

The full Chairman's Statement is contained in the Annual Report of the Company for the year ended 31st December 1984 which was posted to registered Shareholders on 24th April 1985.

De Beers Consolidated Mines Limited
(Incorporated in the Republic of South Africa)

Head Office
36 Stockdale Street, Kimberley, South Africa.
London Office
40 Holborn Viaduct, London, EC1P 1AJ.

De Beers

The name that stands for diamonds

STOCK EXCHANGE PRICES

Modest rally

ACCOUNT DAYS: Dealings Began April 15. Dealings End, April 26. 5 Contango Day, April 29. Settlement Day, May 7.
5 Forward bargains are permitted on two previous days.

THE TIMES Portfolio

From your Portfolio card check your right share price movements. Add them up to give you your overall total. Check this against the daily dividend figure published on this page. If it matches you have won outright or a share of the total daily prize money stated. If you are a runner follow the claim procedure on the back of your card. You must always have your card available when claiming.

No.	Company	1985 High	1985 Low	Company	Price	Chg	Yld	P/E
1	INDUSTRIALS S-Z							
2	SI	100.00	98.00	100.00	100.00	0.00	10.00	10.00
3	Stey Furniture	100.00	98.00	100.00	100.00	0.00	10.00	10.00
4	Scott & Robertson	100.00	98.00	100.00	100.00	0.00	10.00	10.00
5	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
6	Simon Eng	100.00	98.00	100.00	100.00	0.00	10.00	10.00
7	Scapa	100.00	98.00	100.00	100.00	0.00	10.00	10.00
8	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
9	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
10	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
11	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
12	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
13	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
14	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
15	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
16	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
17	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
18	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
19	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
20	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
21	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
22	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
23	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
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25	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
26	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
27	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
28	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
29	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
30	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
31	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
32	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
33	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
34	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
35	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
36	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
37	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
38	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
39	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00
40	Steeley	100.00	98.00	100.00	100.00	0.00	10.00	10.00

Weekly Dividend						
MON	TUE	WED	THU	FRI	SAT	SUN

Claimants should ring 0254-53272

1985 High Low Company Price Chg Yld P/E

SHORTS (Under Five Years)

1985 High Low Company Price Chg Yld P/E

FIVE TO FIFTEEN YEARS

1985 High Low Company Price Chg Yld P/E

OVER FIFTEEN YEARS

1985 High Low Company Price Chg Yld P/E

INDEX-LINKED

1985 High Low Company Price Chg Yld P/E

BREWERIES

1985 High Low Company Price Chg Yld P/E

BANKS DISCOUNT HP

1985 High Low Company Price Chg Yld P/E

ELECTRICALS

1985 High Low Company Price Chg Yld P/E

1985 High	1985 Low	Company	Price	Chg	Yld	P/E
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
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100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00

BUILDING AND ROADS

1985 High Low Company Price Chg Yld P/E

1985 High Low Company Price Chg Yld P/E

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100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00
100.00	98.00	Steeley	100.00	0.00	10.00	10.00

FINANCE AND LAND

1985 High Low Company Price Chg Yld P/E

1985 High Low Company Price Chg Yld P/E

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COMMERCIAL PROPERTY

● Site rejuvenation

● Tokyo lure

How Clayform moulds liabilities into profits

By Judith Huntley

Clayform Properties, which is mulling the Unlisted Securities Market with capitalization of £16.1 million, is asking investors to buy its management and entrepreneurial skills at its profits.

It has no assets to speak of, a trading company, a company it intends to maintain, at its in the short term. The company forecasts profits of £3 million this year.

Clayform has made a name for itself in turning redundant department stores, including former Woolworth branches, into profitable and smaller retail developments, many of which are pre-funded.

Almost 85 per cent of the company's schemes are pre-funded with institutional investors and certainly those of any scale fall into this category. The

company is prepared to take loss of a profit in return for the reduced exposure and risk of a pre-funding arrangement.

One of its most successful deals involves the sale of the former Schofields department store in the centre of Leeds to Britel Investment Management for £14.5 million, a deal which shows Clayform a yield slightly over 5 per cent.

Clayform intends building 160,000 sq ft of shopping on the 1.6-acre site in an enclosed scheme which will have a value of £45 million once complete.

Clayform bought Schofields for £16.1 million last December and with the retailer came department stores at Leeds,

Harrogate and Skipton in Yorkshire.

Meanwhile, the Leeds store brings in useful money to Clayform with £1.1 million pretax profit achieved last year and the Leeds store is washing its face until redevelopment takes place.

The former Woolworth store at Guildford, Surrey, is being redeveloped by Clayform and Tarmac to provide the 105,000 sq ft White Lion Walk shopping centre, nicely sandwiched between the town's two prime retail pitches and next to Marks and Spencer. Once again the scheme has been pre-funded by Britel.

The company's policy of going all out to buy prime sites for both its retail and high technology developments, means that it is having to compete in an extremely active and aggressive marketplace.

But it says its "good connections" enable it to find sites which do not come to the market and it does not get involved in tendering for sites. But even increasing competition could put a squeeze on profits.

One of its good connections has come in the form of Russell Management, the group owned by Mr Kenneth Cooper and Mr Brian Dowling, which specialized in high technology schemes and project management.

Clayform merged with Russell last month through a share exchange which resulted in the issue of 14.8 per cent of

Houston's office market is still suffering from the effects of space developed during the boom years of the US energy industry based in Texas. But two large deals are in the offing which will take most of top-quality offices off the market.

Houston Natural Gas is moving from its present building to 600,000 sq ft in the 1.1 million sq ft Allen Centre, developed by Century Development. The company will be paying \$19 (£15) a sq ft, a decline on the \$25 a sq ft seen three years ago.

Teneco, the oil company, is about to sign up for another 600,000 sq ft of space in the Allen Centre, also in the centre of town.

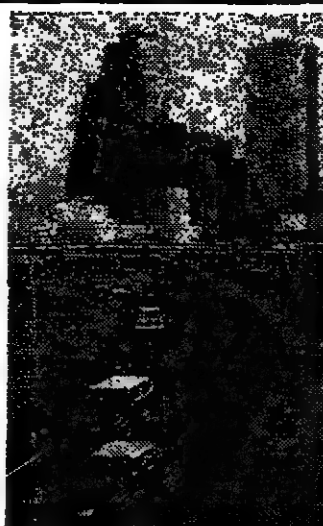
Mr Kenneth Schaitzer, the chairman of Century Development and the Century Corporation, is also chairman of

Houston's Economic Development Council, a fledgling organization set up eight months ago to promote the city. The Council was in London last week and Mr Schaitzer was keen to dispel Houston's "see-through buildings" image.

He had to admit, however, that hefty incentives, in the shape of three years rent-free, are still on offer outside the prime office area, where one year's free rent is usual.

Century Development itself is moving in fresh directions as part of the diversification process it began in 1974. It is negotiating to buy a savings and loan institution and considering a mortgage company purchase.

Mr Schaitzer argues that the time is right for such deals, that Houston offers the chance to buy property at low prices and has enormous potential for growth.



Central Houston: office space is back in demand.

attempt further company acquisitions. It is a route which could be attractive if the assets which come with the company can be turned into lucrative developments. But Clayform says it will "continue the cautious way".

This means that any large schemes will be pre-funded wherever possible with borrowing used to finance the smaller projects where the company can afford to bear the cost. The reason for the offer for sale is to allow the company to expand the scale, not the direction, of its activities.

Clayform has ambitions to go for a full stock market listing in the longer term but would not be drawn on whether it will

Law Report April 25 1985

Accepting salary no affirmation of job contract breach

Bliss v South East Thames Regional Health Authority
Before Lord Justice Cumming-Bruce, Lord Justice Dillon and Mrs Justice Heilbron

[Judgment delivered April 24]

A health authority who, in good faith but without reasonable cause, requires a consultant orthopaedic surgeon employed by them to submit to a psychiatric examination and suspended him for refusing to submit to the examination, were in repudiatory breach of their implied obligations under the contract of employment not to act in a manner likely to damage or destroy the relationship of confidence and trust between employer and employee.

The Court of Appeal so held in a reserved judgment, allowing an appeal by the plaintiff, Mr Anthony Rex Bliss, against so much of the judgment of Mr Justice Farquharson on December 9, 1983 (*The Times*, December 13, 1983), on the plaintiff's action against the South East Thames Regional Health Authority for damages for wrongful dismissal, in which he held that although the health authority were in repudiatory breach of the plaintiff's contract of employment in May 1980, the plaintiff had affirmed his contract after the end of July 1981 and was only entitled to £9,700 damages to the date of the affirmation.

The court ordered that damages for wrongful dismissal should be assessed if not agreed.

The authority's cross-appeal in respect of the judge's award of £2,000 general damages for frustration and mental distress was allowed.

Mr Frederic Reynolds, QC, and Mr Michael Brompton for the plaintiff; Mr Jonathan Playford, QC, and Mr Charles Gibson for the health authority.

LORD JUSTICE DILLON said that in the summer of 1979, the plaintiff, who had been a consultant orthopaedic surgeon at the Medway Hospital, Gillingham, since 1970, took unpaid leave to accept a six-month appointment in Darwin, Australia.

During his absence a dispute arose between him and a colleague, Mr Robert Hay, and letters were exchanged between them. Following that exchange, Mr Hay requested that consideration be given to the plaintiff's suspension on his return.

In April 1980, a committee of the authority met in accordance with NHS Circular HM 60(45) and decided that, because of the severe breakdown in the relationship between Mr Hay and the plaintiff, patients might be adversely affected and, accordingly, after the plaintiff's return to England, he was required to undergo a medical examination by a consultant nominated by the authority. The request was repeated by the chairman of the authority in May 1980.

The plaintiff refused to comply with the requirement and he was suspended.

Disciplinary charges subsequently brought against the plaintiff were dismissed and on July 16, 1980, the authority wrote to the plaintiff withdrawing the requirement to undergo a medical examination and lifting his suspension.

Parents of a child who had been committed to the care of the local authority under section 1 (2) (a) of the Children and Young Persons Act 1969, on the ground that the child had been ill-treated, had no right of appeal to the crown court against the order; once a guardian *ad litem* had been appointed to represent the child then it was only through the guardian *ad litem* that the child could exercise the right to appeal.

The Divisional Court of the Family Division (Mr Justice Reeve and Mr Justice Waterhouse) so held on April 24 when dismissing an appeal by way of case stated by the parents from the decision of Bristol Crown Court (Judge Sir Ian Lewis) that there was no jurisdiction to entertain the parents' appeal.

MR JUSTICE REEVE said that the child, who had been born on April 15, 1984, had been committed to the care of the local authority on August 2, 1984 by a juvenile court who had found that the child had been ill-treated by the parents.

Until September 25, 1981, when the plaintiff's solicitors wrote to the authority asserting that their actions amounted to a repudiation of the plaintiff's contract of employment, he then accepted, the plaintiff never made or communicated any decision to return to work unconditionally and not without prejudice, although he continued to receive his salary until the end of September and was given study leave between July and September 1981. In the event, the plaintiff never returned to work at the hospital after his suspension.

The trial judge held that the plaintiff's acceptance of his salary after the end of July 1981 amounted to an affirmation of the contract of employment and precluded him from accepting the authority's repudiation and treating the contract as at an end.

It was a implied term of the plaintiff's contract of employment that the authority were entitled, once the procedures in Circular HM 60(45) were complied with, to require him to undergo a medical examination if they had reasonable grounds for believing that he might be suffering from physical or mental disability which might cause harm to, or adversely affect the quality of, the treatment of patients.

There was no other power generally or under the plaintiff's contract which empowered the authority to require him to undergo such an examination.

It was common ground that the authority acted in good faith and thought they had reasonable grounds for requiring the psychiatric examination and that the question for the court was whether, objectively regarded, they in fact had reasonable grounds.

The authority had no right to require the plaintiff to submit to an examination to confirm that there was no mental or pathological illness, but merely a severe degree of breakdown of personal relationships.

The requirement and subsequent suspension were therefore a breach of contract. That breach was a repudiatory breach because, in the circumstances, it was calculated, or likely, to destroy the relationship of confidence and trust which should exist between employer and employee and that was a fundamental implied term of the particular contract of employment.

The breach was continuing until the requirement was lifted and the requirement dropped. In deciding not to return to work after July 1981, the plaintiff was electing to treat the contract as being at an end.

He needed time to decide whether or not to return to work and was not to be criticized for continuing to accept his salary.

Having regard to the decision of the House of Lords in *Adams v Gloucestershire County Council* ([1982] AC 488), the trial judge was wrong in awarding, as part of the award of £9,700 damages, £2,000 general damages for the plaintiff's frustration and mental distress, and the authority's cross-appeal on that point succeeded.

Lord Justice Cumming-Bruce and Mrs Justice Heilbron agreed.

Solicitors: Argles & Court, Maidstone; Bird & Bird.

Parents cannot appeal on behalf of child in care

A-R v Avon County Council

Parents of a child who had been committed to the care of the local authority under section 1 (2) (a) of the Children and Young Persons Act 1969, on the ground that the child had been ill-treated, had no right of appeal to the crown court against the order; once a guardian *ad litem* had been appointed to represent the child then it was only through the guardian *ad litem* that the child could exercise the right to appeal.

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Correction

In *Lancet v Warrington (The Times*, April 23), a "not" was omitted from the second sentence of the seventh paragraph of Mr Justice Nicholls's judgment which should have read: "Moreover, a well advised taxpayer could therunder get an advantage not available to one less well advised".

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Highlights from the Statement by Edwin W. Phillips MBE, Chairman of Friends' Provident Life Office.

Strong International Growth at Friends' Provident

Strong Growth

Boosted by strong growth overseas, Group income exceeded £500 million and Group investments passed the £2½ billion mark in 1984. Our investment reserve grew by £66m to £715m.

Territorial analysis of 1984 sales

	New annual premium	New single premium
United Kingdom	£ 50.4m	£ 33.0m
Republic of Ireland	IRE 4.0m	IRE 33.3m
Australia	A\$ 11.9m	A\$ 18.1m
Canada	C\$ 7.2m	C\$ 71.4m

New unique Unit Trust

The Stewardship Unit Trust was officially launched on 1st June last year. It is innovative, being the first Unit Trust to have gained Department of Trade and Industry approval for an investment policy based on the philosophy of selecting investments for the long-term benefit they bring to the community. The novel concept has attracted much press coverage and the Trust's investment performance to date has compared favourably with the indices.

Bonus Declaration

The record bonus rates in the U.K. give our with-profit policyholders an excellent return on their savings. I am particularly pleased that part of the capital appreciation in our investment funds has been passed on to our policyholders in the permanent form of special reversionary bonuses. We have a stronger investment reserve than most other Life Offices. We have raised our rate of terminal bonus on life policies to pass on further amounts of capital appreciation to beneficiaries where policies have run their full course or become claims through death. I cannot over-emphasise the importance of careful selection of a Life Office by those intending to buy with-profit life assurance. Most of our business is sold through independent professional advisers who appreciate the need to examine the strength of the asset position of the companies whose products they are recommending.

Viewdata

Our lead in viewdata technology continued to play an important role in our market development last year. By the end of the year, over 600 intermediaries were using their own terminals to obtain quotations and, perhaps more importantly, information about their existing customers' policies through our Frenet system.

Portable Pensions

Nothing we have seen so far has led us to believe the Government's proposals will do anything but harm to the structure and security of private pension schemes. The problems faced by early leavers will be improved once the current Social Security Bill becomes law. I believe the Government should be content that they have resolved the major issue.

Financial Services

We welcome the White Paper proposals for the rationalisation of marketing rules for Financial Services. There is one aspect of the White Paper though which causes us unease. Professor Gower doubted the practicability of meaningful disclosure of commissions. We must hope that the Government will drop the idea from their supervisory proposals, or at least accept the Gower recommendation that any disclosure requirement should include the activity of tied agents.

Republic of Ireland

The most notable feature of our year's trading in Ireland was the launch of our new range of unitised investment funds and linked life policies. The response to the launch was tremendous, with over IRE25 million being subscribed within the first few months.

Australia

New single premiums were more than doubled at A\$18.1m but perhaps more pleasing was the increase of almost one third in new annual premiums including a substantial increase in new ordinary life assurance business. 1984 saw the launch of our first Australian unit linked products and further development of the advanced Lifenet system, which mirrors our UK technology in the support of agents and brokers.

Canada

In Canada too we achieved pleasing trading results with new single premiums up by one third. A healthy increase in new individual ordinary business was offset by a reduction in group life and group accident and health annual premiums where we are restructuring the portfolio. The legal and physical amalgamation of our two subsidiaries, Fidelity Life and Seaboard Life, is almost complete.

Investments

In the U.K. Main Fund approximately two thirds of the cash flow was invested in equities. Major structural changes were made in both the U.S. and Japanese portfolios. A feature has been the partial hedging of the U.S. portfolios. With a rapidly strengthening dollar we felt it prudent to lock in part of the currency gains by forward sales of the dollar against sterling and the yen. Further rationalisation was achieved in our substantial property portfolio. We were very honoured and pleased that Her Majesty the Queen opened the Ashley Centre at Epsom in October.

Conclusion

I remain convinced that the demand for specialist financial services will continue to increase and that our prime objective should still be to provide high value insurance products backed by the best possible service. I am most grateful to our staff for their efforts in 1984 towards achieving this aim and to our intermediary friends for their support.

For Company Secretary: Friends' Provident Life Office, Dorking, Surrey RH4 1QA. Please send a copy of the Report and Accounts for the year 1984 to:

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The match has little credibility with neither side likely to pick him.

LIBRARY TRIAL 6

By Jenny MacArthur
Lucinda Murray, aged 19, w yesterday's open international ch the swimming pool at the hotel sponsored by Maximal-Mass Thorneycroft on Lutz Meyerding eight-year-old Prater's Error. Th daughter of an officer in the Duke Edinburgh's Royal Regiment section one on her own Israeli.

Three riders finished on the same points but the British rider of the Open class but Madeira Gurdon on the eight-year-old Midnight Monarch II was awarded the prize. The rider of the cross-country was nearest to optimum time. Sally-Anne Eginton took third place on Star Burn. Maximal-Mass Thorneycroft had an enjoyable first ride on Lutz Meyerding's Robert the Devil, but finished outside the prize winners.

At the Nicky's event, the Zealand Olympic rider, who based in Surrey, has good reason

RESULT: 1. B G Radgrave (Marlow RC) 21m
40sec; 2. J L Spencer-Jones (Bendley RC)
22:09; 3. A Stanhope (Thames Tradesmen)

France	G	5	3	B
Soviet Union	1	0	1	0
Bulgaria	1	1	0	1
Hungary	1	1	0	0
Switzerland	1	0	0	0
Venezuela	1	0	0	0
United States	0	2	1	2
West Germany	1	1	1	1
Austria	0	1	1	1
Sweden	0	1	1	0
East Germany	0	1	1	0
Australia	0	1	1	0
Yugoslavia	0	0	0	1
Finland	0	0	0	1
India	0	0	0	1

Lord Carr of Hadley, a former Home Secretary, is the new president of Surrey County Cricket Club in succession to Sir Alexander Durr.

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GRADUATED required for commercial
community in the West End of
London. Please phone Personnel
Manager on 659 9070.

GENERAL APPOINTMENTS ☎ 01-278 9161/5

IBM/WANG
DP PROFESSIONALS
Salaries to £17K + bonus

Come to the
World Trade Centre
on Monday April 29th and get a
new perspective on systems development

The Company:

We are C.T. Bowring & Co. Ltd. part of Marsh & McLennan Companies, Inc. of New York. Together we form the largest insurance broking organisation in the world. Here in the UK we cover all types of insurance/reinsurance risk from undersea exploration, marine and shipping business to construction, aviation and space projects, and domestic business.

The Environment:

We operate IBM 3081 and Wang VS machines using XA, IMS, IDMS, CICS, PL/1, COBOL and DMS/TX.

Training/Career Development:

Individual training and career development is supported by our own in-house training department.

Salaries/Benefits:

We offer a range of salaries up to £17,000 pa and a comprehensive benefits package which includes a guaranteed 5% annual bonus, free medical scheme and free lunches.

The Opportunities:

We have a number of interesting job opportunities which can provide career development in a sophisticated DP environment.

INFORMATION SERVICES:

A highly visible user consultancy role in a new group created to provide facilities, advice and support for end user computing; responding to ad hoc requests for specific local business processing and developing self-documented packaged solutions to business needs.

OFFICE SYSTEMS SUPPORT:

A job offering hardware and systems software support to all Distributed Systems including the Interface requirements to our IBM mainframe, and other Office Automation activities and facilities such as electronic mail services.

SYSTEMS DESIGNER:

An opportunity to join a small team who plan, co-ordinate and control the design aspects of our complex business systems.

SYSTEMS ANALYSTS:

Two jobs carrying out similar tasks but on different aspects of the Group's work: one is studying the requirements of our 'retail' broking company and the other concerned with our major claims system. The work is varied ranging from general systems advice and feasibility studies to system specifications and implementations.

ANALYST/PROGRAMMERS:

Again, we can offer a choice of working on our major Broking Systems development or our Claims System. Either way, you will be a part of a project team and contribute your programming experience and analytical skills to creating probably the most sophisticated business system in Insurance Broking.

So on Monday April 29th between mid-day and 6 pm, we invite you to come and meet us at the World Trade Centre for a drink and a bite to eat. We will be in the boardroom of Europe House which is in East Smithfield. There we can then tell you more about the overall set-up and your role within it; the outstanding benefits package; and the highly developed in-house training facilities.

If you are unable to come on the 29th, contact Miss Jenny Massey, our Recruitment Manager, at: The Bowring Building, P.O. Box 145, Tower Place, London EC3P 3BE. Tel: 01-283 3100 extension 2105.

Bowring
A member of Marsh & McLennan Companies Inc.

QUALIFIED NURSES WANTED

at HAMAD GENERAL HOSPITAL

Rapidly expanding Nursing Department at Hamad General Hospital invites qualified applicants with S.R.Ns and/or in possession of B.S.N. or equivalent coupled with minimum years of experience after completion of their internship as shown hereunder:

HEAD NURSE (7 yrs.) ASST. HEAD NURSE (5 yrs.) REGISTERED NURSE (3 yrs.)

SPECIALITIES	HEAD NURSE	ASST. HEAD NURSE	REGISTERED NURSE
C.C.U./M.I.C.U.			X
S.I.C.U. / A&E			X
O.R. / R.R.		X	X
PEDIATRICS			X
DIALYSIS			X
OPD/ONCOLOGY	X		
MEDICAL / SURGICAL		X	
GYNECOLOGY	X	X	X
LABOUR / DELIVERY	X		X
SPECIAL CARE BABY UNIT	X		X
INTENSIVE CARE UNIT	X	X	X
EMERGENCY OPD	X	X	X
PSYCHIATRY	X		
PEDIATRICS DISABILITY		X	X
BURNS			X
REHABILITATION	X		

The selected candidate will be offered a three-year contract renewable by mutual agreement of both parties, an attractive salary and generous fringe benefits such as free bachelor accommodation, paid annual leave and passages, etc.

NO INCOME TAX IS PAID LOCALLY.

Please send complete C.V. and contact telephone number to:

DIRECTOR OF PERSONNEL AFFAIRS
HAMAD GENERAL HOSPITAL
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Doha, Qatar.

Electronic Design Engineers

Develop your abilities with the world leaders in sonobuoy technology.

Dowty Electronics Communications Division has an enviable position as one of today's real-growth high tech companies. With a stated objective of major expansion and development of underwater acoustic expertise, we intend to build upon our sonobuoy lead and our 30 years of experience in anti-submarine technology to achieve the foremost underwater acoustic design capability in the UK.

To this end we are building up our teams of leading professionals in West London and now are looking for a major input of Electronic Design Engineers with at least 2 years' experience in one or more of these specialist areas.

DIGITAL DESIGN

- signal processing for sonar related systems.
- signal decoding and interface systems.

ANALOGUE DESIGN

- radio frequency applications.
- low frequency audio circuits, filters, hybrids.
- low frequency high power audio amplifiers.
- audio multiplexing circuits.

SYSTEMS DESIGN

- sonar systems, underwater data links.

SOFTWARE DESIGN

- development of mathematical models of sonar and underwater systems.

TRANSDUCER DESIGN

- underwater transducer design fabrication and measurements.

You'll be part of a division at an exciting stage of development. We have a number of major projects in the design stage and prospects for electronics design engineers have never been better at our well-equipped West London headquarters. You can expect a highly competitive salary and benefits.

To discuss career opportunities in confidence, please phone Gavin Randall on 01-578 0081 during office hours until 6.00 pm. Or write for a recruitment package quoting reference 85/10 and enclosing your CV to him at: Dowty Electronics Limited, Communications Division, 419 Bridport Road, Greenford, Middlesex UB8 8UA.

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SCIENCE MUSEUM APPOINTMENT OF DIRECTOR

The Civil Service Commissioners, acting on behalf of the Trustees of the Science Museum, invite applications from men and women for the post of Director of the Science Museum. The successful candidate will be expected to take up the appointment at a convenient date related to the retirement of Dame Margaret Weston on 7 March, 1986.

The appointment, which is pensionable, can, at the discretion of the Trustees, be established (ie permanent) or be for a fixed period of, for example, five years, with the possibility of reappointment at the end of that period or of conversion to a permanent appointment. Selection will be by interview in London, probably in June 1985.

The Museum

The Science Museum is responsible for the operation of the following Museums: The Science Museum, South Kensington, London; The Science Library, London; The National Railway Museum, York; The National Museum of Photography, Film and Television, Bradford; The Science Museum, Wroughton; The Concordia Museum, Yorkville. Additionally, the Museum has storage sites. It is equipped with workshop and service facilities appropriate to these operations. It has a staff of 520, and is at present in receipt of a Government grant of £2m per annum.

The Museum is concerned to preserve, exhibit, acquire and carry out research upon artefacts important in the history of science and technology (including medical science), and to acquire and preserve examples of modern practice thought likely to have an important historical place in the future.

The Museum caters for all age groups in the visiting public, including those intended to foster the interest and education of children. It caters for the needs of research workers. It arranges, from time to time, special exhibitions of topical interest.

Duties of the post

The Director, working to the Trustees, contributes to the formulation of policy, is responsible for all aspects of the operation of the Museum and its outstations, and, as Accounting Officer, for the proper expenditure of the Government grant to the Museum. In this respect, a direct responsibility to Parliament. The Director is also required to seek private funds over and above those provided through the Government grant in order to augment the finance available for any part of the Museum's work.

The salary for this post is at present £30,850 per annum including London Weighting.

The post calls for management competence, with the ability to lead a team of professional curatorial staff, and for a knowledge of the world science and technology, with an interest in its history and likely future trends, as well as some flair for the presentation of these subjects to the public and an interest in the stimulation of appropriate research.

For further details and an application form (to be returned by 30 May 1985) write to Civil Service Commission, Almonde Link, Basingstoke, Hants RG21 1LB, or telephone Basingstoke: (0256) 468551 (answering service operates outside office hours). Please quote ref: G/6490.

An equal opportunity employer

Director of Personnel

National Health Service Management Board

The largest employer in Western Europe, the NHS in England has a staff of around one million employees, with expenditure in 1985/86 of some £14 billion.

Victor Paige has been appointed Chairman of the newly created NHS Management Board and major changes are being implemented in the management of the Service. Within this context will be the appointment of a Director of Personnel, with a remit ranging across the whole personnel field.

The post demands an imaginative and innovative approach to the personnel function and the management of change in this large, complex and highly important enterprise. Effecting changes in attitudes and management styles, in a way that reflects both the needs of management and the needs of the staff, is never easy. This job offers a unique challenge. The Personnel Director will rank as

a Deputy Secretary in the civil service.

The post is initially for a limited period, although it is renewable: employment on secondment is possible. Remuneration and other conditions of service will be based on those of a Deputy Secretary, but a higher salary might be considered if necessary for a candidate with exceptional qualifications or experience.

Goddard Kay Rogers and Associates have been appointed to assist in this recruitment but those wishing to apply for the position should write first, enclosing a CV, to the Chairman, NHS Management Board, Alexander Fleming House, Elephant and Castle, London SE1 6BY. Those wishing for further information before committing themselves to an application should also write to the Chairman, preferably giving a brief career outline.

The Civil Service is an equal opportunity employer.



DEPARTMENT OF HEALTH AND SOCIAL SECURITY

GENERAL APPOINTMENTS ☎ 01-278 9161/5



Are you a young, career-minded

CORPORATE FINANCE EXECUTIVE ACCOUNTANT ACTUARY

now wishing to discuss and establish your career move with people who know the recruitment business?

If so, we should like to talk with you in complete confidence. We currently have vacancies in these categories in the U.K., Europe and overseas. We look forward to hearing from you, quoting reference TT.CAA 70 on 01-588 3588 or 01-588 3114, or write to us direct:

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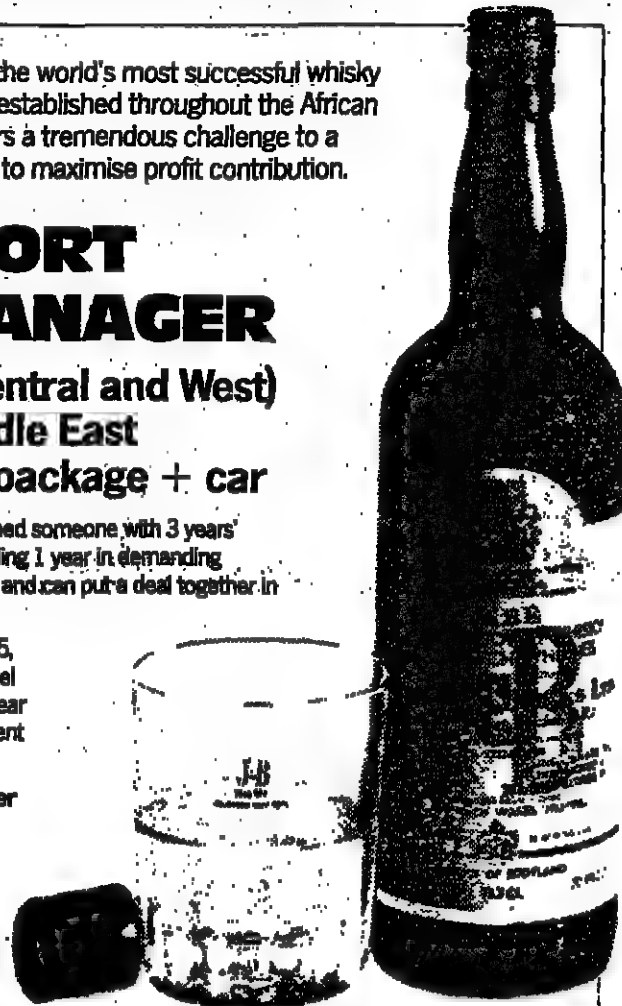
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On top of this you should be aged 28-35, be able to speak French, be prepared to travel throughout the region for up to 100 days a year and be looking for an assignment with excellent promotion prospects in due course.

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Telephone: 01-935 4446



Chief Executive Wholesale/retail clothing and fashion goods

North London over £30,000 + car, etc.

Our client is a medium-sized group, trading in a wide range of specialised clothing and related fashion goods.

A chief executive is sought who can direct, co-ordinate and develop the various activities of the group in the most profitable manner.

Applicants, probably aged under 45, must have considerable trading or retailing management experience, preferably in the clothing or fashion trade areas.

Rewards include profit-sharing and the possibility of equity.

Please write to Michael Ping enclosing a brief curriculum vitae and quoting reference S/225/P, Ernst & Whinney Management Consultants, Becket House, 1 Lambeth Palace Road, London SE1 7EU.

EW Ernst & Whinney

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South West London



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To support projects both in the UK and overseas we need a Personnel Professional to specialise in the field of expatriate remuneration and administration.

The position requires a professional with 3-4 years' personnel experience with some specialisation in compensation analysis.

Applicants should be numerate with the ability to solve problems with both employees and managers and are likely to be either degree or IPM candidates who will take advantage of the scope for future career development.

The job involves the provision of a personnel service covering both foreigners working in the UK and UK staff in overseas assignments. Duties will include research into expatriate remuneration policies and the administration of expatriates on overseas assignments.

The Company offers competitive starting salaries, paid overtime, a non-contributory pension and free life assurance. Relocation assistance will be offered where appropriate.

Please write with full cv quoting current salary, to Kate Price, Personnel Supervisor, Brown & Root (UK) Limited, Brown & Root House, 125 High Street, Colliers Wood, London SW19 2JR. Tel: 01-540 8300.

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Initially the appointment will be responsible to the Development Director; career prospects, however, are excellent for the right candidate.

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This position will offer a very attractive salary and profit sharing.

MANAGER/ESS

Applicants will be experienced in high fashion merchandise.

Attractive salary offered.

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Salary £2,000 per annum plus bonus.

Please send CV to:

MR G. S. MYLES
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Then you should be talking to Lesley Bell our Graduate Recruitment Specialist, about the many exciting opportunities available in advertising and product sales.

The companies for whom we work offer excellent rewards (a package of around £8,000 from a basic salary plus commission) and first class continuous training to young highly motivated individuals who exhibit genuine commitment to sales and a real desire to develop a career in a dynamic sales environment.

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Telephone 01-629 7262

GRADUATE APPOINTMENTS

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Without obligation, find out about our direction.

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FINANCIAL MANAGEMENT

GENERAL APPOINTMENTS 01-278 9161/5

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Design and development of large scale military communications and C3 systems demands in-depth knowledge of real time communications system design embracing network architecture, packet systems, switching systems, encryption techniques, EW, ISO 1 Layer model, protocols 1938B and X25. Work also involves local and wide area networks and network management systems.

SYSTEMS DESIGN
Activities encompass Requirements Analysis and Systems Specifications using formalised techniques; design of on line/real time systems for information and control applications using automated design tools; project control and design documentation using integrated project support environments; systems design modelling for performance assessment and configuration checking.

SOFTWARE DEVELOPMENT
Advanced software engineering techniques are used for producing software within turnkey system development. Structured program design and development techniques using automated tools such as

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Project Management support is provided to all the foregoing areas and on specific assignments to MoD system development projects. Computer based tools support client program integration and scheduling and mathematical models support their assessment activities.

At our locations in Dorchester, New Malden and Holborn, we offer a quite exceptional working environment in which there is a constant and stimulating interchange of ideas. Your work will be quantifiable, your contribution noticed and rewarded well.

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Should be duly qualified at Technical Level with a Diploma from a recognized Technical School offering a full time Electronics Technology Course of two years' duration. Have practical repair experience of modern analogue and digital equipment and be proficient in the use of various test equipment. Should ideally not be above 40 years of age and have an up to date knowledge of modern circuit design including transistors and modern digital printed circuit boards. Have a fundamental understanding of programming techniques as well as the ability to interpret technical manuals, wiring and schematic diagrams, plus day to day administration and supervision of technical staff. A former experience in Test Programming computer based equipment, particular Logic Circuit Analysis is desirable. Must be fluent in English language. Basic Salary Italian Lire 2,220,000 plus authorized allowances and fringe privileges tax-free. Submit curriculum not later than 10 MAY 1985 to:

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Take another step towards matching your ambition. Send full personal and career details (stating preferred location and daytime telephone number) to Jane Kirby, quoting reference 1444/C on both envelope and letter.

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Young Accountant Control your Future Hi tech oil industry

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This expanding, high technology oil exploration company is reorganising its complete accounts function to handle the complexities and opportunities associated with being a leading player in its field on an international basis. A mainframe based accounting system package has just been installed and is operational.

A young and active accountant, you will play a major role in this reorganisation and in ensuring its success. Responsibilities will include financial and management accounts, supervising the small accounts department, developing company planning and budgeting and further management information

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You are a professionally qualified accountant with one or two years' experience in a busy commercial environment. You are ambitious, outgoing and, above all, fully confident of your ability to succeed and excel. Salary will be determined by the calibre of the successful candidate. The benefits package is excellent and contains the opportunity for bonuses and share participation. The location is Kent, approximately 1 hour from Central London.

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If you have the desire, skills and experience to contribute significantly to the development of leading edge applications based on VAX-cluster and relational database technology, please write, enclosing your C.V. to: Mr. T.M.B. Kerrigan, Credit Suisse First Boston Limited, 22 Bishopsgate, London EC2N 4BQ.

CSFB

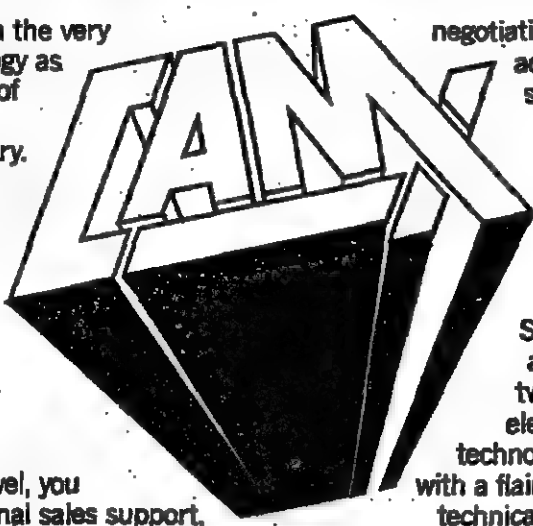
Ferranti Infographics Ltd

SELLING TECHNOLOGY

Ferranti Infographics is in the very forefront of CAD/CAM technology as the largest U.K. manufacturer of CAD/CAM systems for the mechanical engineering industry. Turnover growth in excess of 100% per annum has led to a number of challenging sales opportunities with vast potential.

MAJOR ACCOUNTS EXECUTIVES

Operating at executive level, you will provide complete professional sales support.



negotiating with national, and multi-national accounts, stimulating and developing sales in alternative directions within these accounts and sourcing new business possibilities.

SALES ENGINEERS

For experienced and ambitious Sales Engineers to cover a variety of areas within the U.K. A minimum of two years proven sales experience in electronics, computers or similar high technology products is essential, together with a flair for absorbing and communicating technical information in the sales situation.

Applicants can expect an excellent real salary, outstanding commission and positive promotion prospects. The comprehensive benefits package on offer includes generous relocation expenses to your chosen sales territory. Please contact:

Ernest Barnard, Operations Manager, Ferranti Infographics Ltd., Bell Square, Brucefield Industrial Estate, Livingston, West Lothian EH54 9BY. Tel: 0506-411583.

FERRANTI
Selling technology

BLANC DE BIERGES

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A YOUNG SALES/MARKETING MANAGER

To manage the sales activities of our expanding company dealing with architects, landscape designers, interior designers, builders and private clients.

He/she will be responsible for establishing a complete London Sales Office from where he/she will create a UK Sales Force to develop the national sales.

EXCELLENT SALARY + Company Car and Benefits.

Apply in personal handwriting giving day time telephone no. and required salary to:

Mr J K Milner, c/o J Delvaux Co Ltd
Route Provinciale, 215-1301 Bierges-Wavre, Belgium.

FINANCIAL CONSULTANCY

IS A GROWTH AREA OF THE MOMENT
AND OF THE FUTURE - DON'T MISS OUT!

FPS (Management) Ltd. is a leading firm of financial consultants and because of phenomenal expansion in 1984 is looking for two outstanding individuals to complement its London-based team of professionals.

The right individuals (aged 23+ and based in London) will be intelligent and energetic, highly motivated, hard-working and able to absorb new ideas quickly. Full training will be provided.

Remuneration expected to be in excess of £15,000 first year. This is a superb opportunity to develop your own business and career path in a growing company and in an exciting industry.

For further details phone 01-240 5041
Between 9.30 a.m. and 4.30 p.m.
Speak to KEITH BURTON.



stirling

Recruiting with Results

SALES MANAGER c £20K + CAR LONDON or WEST MIDLANDS + BONUS

Our client provides a complete and structured answer for those computer managers who are prepared to address realistically the question of large scale contingency support for IBM mainframe computers and who want to stay in business following loss or breakdown of their central computers.

The successful candidate must have a proven track record in sales management, combined with self motivation and be capable of handling protracted negotiations at board level.

The salary package will be geared to attract high quality applicants and will include performance related bonus, car, excellent fringe benefits and if necessary, relocation expenses.

The right person will have proven earnings, combining salary and commission, of about £35K.

Please write in strictest confidence giving full CV and showing how you meet our requirements.

STIRLING RECRUITMENT GROUP

Stirling House
44 Richmond Road
Kingston Surrey KT2 5EE
01-549 3720

TELEPHONE MANAGER (OPERATIONS)

for
TIMES NEWSPAPERS LTD.

The Telephone Manager (Operations) is responsible for the control of day to day operations in our busy telephone room. The 10-position PABX 4 is being replaced by the Telematic DX system and is in continuous operation.

The job has a high degree of management involvement so applicants will need a strong management background, preferably within a unionised labour environment. Experience in a telephone exchange is highly desirable but not vital. Duties include liaising with the appropriate trade union(s) on staff and other matters connected with the telephone room.

The age range for the post is 30-45 years. Benefits include a generous salary and six weeks annual holiday.

Please write with full details to:
DESMOND HAYES,
Assistant Personnel Manager,
Times Newspapers Limited,
200, Gray's Inn Road,
London, WC1X 8EZ.

Finance Officer

c £12,000 SE London

A residential centre for single teenage mothers and their children opened in South-East London in 1983 and now needs someone to take charge of accounts, cash flow, PAYE, financial planning, etc. In addition to the role of accountant, the person appointed will work closely with the Principal and take responsibility for other areas of administration such as property and office management.

Candidates must have a good technical knowledge of accountancy but must also possess a warm, caring personality to enable them to share fully in the life of the community which, as well as providing a home base, offers the residents vocational training in child care and domestic and office skills. The centre has a Christian foundation and it is expected that the Finance Officer will share the Christian outlook of the senior staff.

Please apply to Sir Timothy Hoare, Career Plan Ltd., Chichester House, Chichester Rents, Chancery Lane, London, WC2A 1EG. Tel: 01-242 5775.

Judy Farquharson Limited
47 New Bond Street, London, W1Y 9HA.
01-493 8824

MARKET RESEARCH PLUS

Graduates with 2+ years qualitative and/or quantitative experience in job progressive MR Agencies. Must be self-starters who enjoy problem solving and have a flexible and imaginative approach to research. £10,000-£20,000.

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Sales Executives

c.£27K OTE + Car Cambridge and
c.£12K Basic Thames Valley

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"A New Opportunity
with a Market Leader"

Voice Input is the market leader in continuous speech recognition and response systems - one of the most exciting and fastest growing sectors of the computer industry. This young, dynamic company is now seeking sales professionals who can meet the challenge of an evolving market.

We seek a proven track record in computer or communications product sales, ideally with a strong technical background and experience of managing major accounts. If you have the initiative and commitment to succeed, Voice Input will provide the opportunity, the product and the rewards.

For more details or simply an informal and totally confidential discussion, ring me, Malcolm McConachie, on (0480) 301882 or (0734) 415233 now. Alternatively, send me your CV.

Voice Input Ltd, 7 The Quay, St. Ives, Cambridge.

AMERICAN EMBASSY

requires an

ESTATE MANAGER

To oversee and co-ordinate all aspects of the Embassy Housing Programme which includes approximately 170 leased and 64 owned properties.

Main duties are locating new properties, recommending those which should be retained or surrendered, negotiating, planning and projecting Embassy's future housing and household furnishing needs and supervising staff. Applicants must have 6 to 8 years progressively responsible experience in Real Estate Management. Preference will be given to those candidates with a degree or further education in Contract Law or Estate Management.

An excellent working knowledge of British Housing and Rent Acts and familiarity with the current London Real Estate Market is required. Good communication skills, both oral and written and effective negotiating skills are essential.

Hours 9am - 6pm, Monday to Friday.

Starting Salary £12,956 per annum rising to £14,887 after a year's satisfactory performance, subject to approval.

To apply send full details of qualifications and working experience to:

PERSONNEL OFFICE, AMERICAN EMBASSY
24 GROSVENOR SQUARE, LONDON W1A 1AE

OPPORTUNITIES PORT AUTHORITY SAUDI ARABIA

1. Marine Hydrographic Surveyor
2. Electronics Engineer
3. Plant and Equipment Advisor
4. Statisticians
5. Planning Projects Officer
6. Safety Officers
7. Senior Administrative Instructor
8. Management Service Advisor

All posts are single status and include accommodation, food, generous leave and excellent salaries. Candidates 30-55 MUST have minimum 5 years experience in a port environment. For those and other exciting jobs abroad, ring Peter Bray ASB Recruitment 01-409 2884, 70-71 New Bond St, London W1X 9DE.

EXCELLENT OPPORTUNITY

International service company giving associates to employees of major UK and multi-national companies has vacancies in our Home finding Department where we counsel incoming employees and find and show them properties. We require young well presented caring people, orientated staff who can:

- (1) Be based in office, telephone estate agents and prepare itineraries of properties.
- (2) Be based in office, negotiate and co-ordinate deals and liaise with clients. Rewards vary according to the position concerned and include pension scheme, BUPA, LV's and 4 weeks holiday. Attractive offices in Bond St.

Please apply to:

SUZANNE MOSS

for an application form on

01-629 8222

WELLINGTON SCHOOL

Senior TAs/TA's

(H.M.C. Direct Grant)

The School seeks an Accountant to take up duties by 1 September, 1985. Please apply to the Headmaster at the school for full particulars. The closing date for the receipt of completed applications is 25 May 1985.

GENERAL APPOINTMENTS ☎ 01-278 9161/5

Blue-Chip Financial Opportunities

Corporate Finance & Venture Capital

Corporate Finance Manager c£25,000+benefits
A long established and successful Merchant Bank wishes to recruit an experienced, legally qualified executive. The appointed applicant will be currently working for a leading Stockbroker or Merchant Bank, and will be seeking a more demanding and challenging role. The ability to lead a team dealing with a wide range of corporate finance work is essential. Promotion prospects are excellent.

Venture Capital Trainee c£17,000+bonuses
An established and highly successful specialist company involved in venture finance and development capital, seeks a recently qualified Chartered Accountant to develop their analytical skills and to exploit their deal-making and entrepreneurial potential. The firm's client base is diverse with a present emphasis on high technology start-up situations. The position offers a highly attractive remuneration package and excellent career opportunities.

Corporate Finance Executive c£16,500+benefits
One of the UK's leading Accepting Houses requires recently qualified Chartered Accountants or Lawyers to join its established and highly profitable corporate finance department. The successful applicants will work in a highly demanding environment, being involved, at an early stage, with acquisition and merger studies, share flotations, corporate advice etc. The benefits and promotional prospects offered, combine to present a highly attractive opportunity for the selected applicants.

Candidates interested in the above mentioned challenging opportunities should contact Neal Wyman ACA, Manager, Corporate Finance Division, at Michael Page Partnership, 23 Southampton Place, London WC1A 2BP, quoting ref. T1485, or phone 01-404 5751. He will be pleased to offer informal career guidance in this specialist area.

Industry & Commerce

Accounting Manager to £18,000+benefits
Our client is a young, fast expanding City based company with significant interests in securities trading. They seek a qualified ACA to make a positive contribution to profitable growth with specific responsibility for financial accounting/reporting, sophisticated management/risk monitoring information and internal advice at director/senior manager level. Candidates, preferably with some exposure to the securities industry, should be aged 25-30, with the potential to succeed in a progressive environment.

Assistant Financial Controller to £18,000+car
A London based British oil company seeks a qualified accountant, aged 27-30, to become actively involved in corporate decision making and development. Responsibilities will include, statutory/management reporting and ad hoc project assignments, using computer facilities where applicable. Candidates should have at least 3 years p.a. ideally gained in the oil industry. As an integral member of a small but highly motivated team you should be able to work under pressure to strict deadlines.

PA to Financial Director £16,000
An exceptionally successful U.S.M. quoted public relations/communications group offers an exciting career challenge to a recently qualified ACA. The group's clients are mainly City based, resulting in various investigations and project assignments, interfacing with the presentation of management and financial accounting information. To maintain their effective market expansion the successful applicant will possess excellent communication skills in dealing with the client's senior, and often non financial, executives, concentrating on business expansion and potential U.S.M. flotations.

For further information on these or other assignments we are currently handling, contact Mark Brewer on 01-242 0965 or write to him, quoting ref. T2485, enclosing a comprehensive curriculum vitae, at Michael Page Partnership, 23 Southampton Place, London WC1A 2BP. Strictest confidence assured.

Taxation Career Opportunities

Taxation Advisor c£21,000+car
Our client, a major international oil company, requires tax specialists for its UK tax department based in Central London. The successful candidates will undertake tax planning and advisory work which will include involvement in corporation and oil tax.

Applicants for this position should be ACA's or Inspectors (principal) with first class academic and examination records. Oil tax experience is not required.

Tax Consultant £15,000-£22,000+car
Our client is a leading international firm of Chartered Accountants providing a comprehensive taxation service for both corporate and personal clients.

The tax department is organised in small groups and deals, almost exclusively, with consultancy work ranging from international corporate mergers to personal tax for executives.

Applications are invited from young, graduate ACA's, Solicitors, Barristers or Revenue Inspectors with commitment, drive and a high level of intellectual ability.

Tax Specialist c£16,500
Our client is a heavily tax-biased medium sized firm of Chartered Accountants in London's West End.

They have an opening for an ACA (Qualified December 1983 or July 1984) with a solid grounding in taxation. The role involves compliance and planning for a wide range of corporate and private clients. There is no limit to promotion within the firm.

To find out more about these positions or for an informal career discussion, please contact Peter Morris or Lindsay Sugden ACA on 01-405 0442 or write, quoting ref. T3485, to The Manager, Taxation Division, 31 Southampton Row, London WC1B 5HY. Outside office hours telephone 01-373 0229. Strictest confidence assured.

Public Practice Overseas

Considering working in the USA or Canada during 1985?

Competition for these areas will be as intense as ever and by concentrating exclusively on these locations you could miss the opportunity of a secondment overseas altogether. Why not consider some alternatives?

Caribbean to £33,000 tax free
Outstanding opportunities exist for newly and recently qualified ACA's to develop their careers in the beautiful surroundings of the Bahamas, Barbados, the Cayman Islands, Curacao, or Jamaica as well as Bermuda.

Middle East to £26,000 tax free
The foremost firm of chartered accountants in the Middle East are seeking a number of audit seniors and supervisors for their offices in Saudi Arabia, Abu Dhabi, Dubai, Qatar, Kuwait, Jordan and Oman.

Australia £15,000 package
Major firms in Sydney, Melbourne, Perth and Adelaide require young chartered accountants for major systems based audit assignments. Candidates from a general practice background will be considered depending upon the nature of their experience.

Candidates interested in finding out more about these and other alternatives overseas should contact Charles Macleod or Adrian Barrett on 01-405 0442 (evenings/weekends 01-263 9659) or write to them, quoting ref. T4485, at Michael Page Partnership, Public Practice Division, 31 Southampton Row, London WC1B 5HY. Initial discussions can be held either at our office or locally (outside working hours if necessary).



Michael Page Partnership

International Recruitment Consultants
London Bristol Birmingham Manchester Leeds Glasgow Brussels New York Sydney

NATIONAL TRAINING MANAGER

A.C.A.'s 27-33 £16,000 - £19,000 p.a.
(with car option)

Our client is a fast growing medium sized national firm of chartered accountants seeking to recruit a National Training Manager to take responsibility under the National Training Partner for staff training at all levels from student to partner. As well as technical and staff development training, the role will also comprise elements of student counselling and recruitment plus an allocation of time to maintain around 20% "hands-on" audit responsibility.

Candidates (male or female) should have a good academic and professional examination record and be able to demonstrate at least eighteen months' training experience in a medium or large firm of accountants or in the private/public tuition sector.

For more information please contact George Ormrod, B.A. (Oxon) or Tim Forster, B. Comm. on 01-836 9501 or write with your C.V. to Douglas Llambras Associates Limited at our London address quoting reference number 5181.

410 Strand, London
WC2R 0NS
Tel: 01-836 9501

DOUGLAS LLAMBRAS
Douglas Llambras Associates Limited
Accountancy & Management
Recruitment Consultants



Management Information Specialists

We are the management consultancy company of KMG Thomson McLintock, which is the British member of KMG, one of the largest international accounting and consultancy groups in the world. Our computer consultancy advises on computer, office systems and information technology. Assignments include the analysis, selection and implementation of systems designed to assist management with business planning and control.

Due to further expansion we require management information specialists to join our multi-disciplinary consultancy team. Our consultants will be expected to contribute significantly to the expansion of this work and to the development of our approach to the analysis and planning of integrated information systems.

Applicants should be aged between 25-35 with initiative and practical experience of designing and implementing real time systems using fourth generation languages, relational databases and computer networks.

Remuneration will be in the range of £16,000 to £25,000 plus car.

Location: City of London.

Please write in confidence to RF Price (Ref 20017).



Thomson McLintock
Management Consultants
70 Finsbury Pavement London EC2A 1SX

BEEAH GROUP CONSULTANTS PLANNERS ARCHITECTS ENGINEERS

OPPORTUNITIES in Saudi Arabia

Opportunities are available for progressive career oriented professionals seeking challenging assignments at senior position for

LANDSCAPE ARCHITECT: Master degree or post graduate diploma in relevant discipline with ten years experience (One year minimum)

TOURISM EXPERT: Masters degree or post graduate diploma in tourism development with ten years experience (One year minimum)

URBAN ECONOMIST: Masters degree specialized in projects evaluation with ten years experience (five months minimum)

If interested, send your application including the following information

FIRST PART: (GENERAL INFORMATION)
(1) Full Name as in the Passport, (2) Date of Birth, (3) Status, (4) Postal Address, (5) Telephone Number (6) Graduation Date with Merit, (7) Discipline (8) Recent Photograph.

SECOND PART: (EDUCATION) LIST
(1) Name of Degree, (2) Year of Passing (3) Class with Percentage or Grades in Each Year of Degree, (4) State, City and University from which Degree obtained, (5) Period of Study (From-- To--), for each Degree, (6) Your Project Work or Research in the Final Year

THIRD PART: (EXPERIENCE) LIST
(1) Name of each Employer you have been working with after Graduation, (2) Employers Specialty, Period of each Employment, (3) Your Position, (4) Salary Start and Final, (5) Your activities or responsibilities, (6) Employer's full Address

FOURTH PART: (PROFESSIONAL EXPERIENCE) LIST
(1) Name and Type of Projects or Assignments you have worked, (2) Project Value, (3) Your involvement Period, (4) Project Duration (From-- To--), (5) Your Role in the Project, (6) Stage of the Project like Studies, Preliminary Design or Design Development or the Final Working Drawings, etc.

An excellent progressive salary will be offered to selected candidates according to qualification and nature of experience. The other perks include 30 days annual paid leave along with two way air-tickets, furnished accommodation, transportation to work place, and medical compensation

Send application to

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BEEAH GROUP CONSULTANTS
P.O. BOX - 1362, RYADH - 11431
KINGDOM OF SAUDI ARABIA

SALES

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EXPORT TERRITORY
MANAGER -
BASED BRENTFORD, MIDDLESEX

Rank Strand, the World's foremost supplier of Lighting Equipment and Control Systems to Theatre and Television is expanding and needs additional top flight U.K. and Export Sales Personnel. Are you good enough to join the team, and do you have:

1. Good experience in selling Technical Products.
2. Possibly some knowledge of Lighting Products.
3. An interest in Technical Theatre or Television.
4. Good commercial acumen and negotiating experience, plus well developed selling skills.

Attractive salaries will be paid to the right candidates, and the excellent benefits package includes a quality car and performance related bonus scheme.

If you are between 25 and 35 years old, possibly with an electrical/technical qualification, please telephone for an application form to:

Terence McLintock Ext. 550 (Export Sales)
Karen Taylor Ext. 617 (U.K. Sales)

Rank Strand Limited, PO Box 51
Great West Road, Brentford
Middlesex TW9 5HR
Telephone 01-839 9322



GREAT SUCCESS STORY
F.T. AUGUST, 1984
This is simply one of the accolades Sun Life Unit Services, then an associate company of Sun Life received from the UK press in August when it was announced that they were to be bought by the Sun Life Group.
And the story continues
For rather than resting on our laurels we're actively searching now for high calibre individuals to market an exclusive investment concept in the financial services field:
Possible earning in excess of £30,000 per annum (Commission).
Ring Ian Kirkwood on
242 6251

CONTROLLERS DESIGNATE
c£11,500 + Bonus + Car
N London Manchester S London
Our client is a nationally-based group that specialises in the provision of full service leasing and short-term rental of commercial vehicles. It is a subsidiary of a US corporation which enjoys a worldwide turnover of \$2½ billion. Due to expansion the company seeks to appoint three administrators who will become part of a management team which seeks to meet sales and financial targets and to develop business strategy, being involved in financial controls, staff development and profit maximization. Thus our client is seeking three practical, energetic and numerate administrators, aged 25 to 30, who offer commercial experience. Ideally they will be educated to degree level, will enjoy working with computerised systems and will offer experience of staff motivation. In return for commitment and success our client offers fast lane career progression in addition to the benefits of a company car (after a qualifying period), performance related bonus awards, and relocation expenses as appropriate. Because the company is currently expanding and developing new areas of success, a flexibility about location will be distinctly advantageous.
For further information please write or telephone Nicolas Mabin, Regional Manager, quoting reference: LG1120.

Management Personnel
Recruitment Selection & Search
2 Swallow Place, London W1R 7AA. Tel: 01-408 1894 (out of hours 01-408 2788)

CORPORATION OF LONDON

Purchasing Co-ordinator
Up to £17,000 per annum
The Corporation has recently reviewed its purchasing arrangements and proposes to appoint a Purchasing Co-ordinator within the Town Clerk's Office to co-ordinate and promote the dissemination of purchasing intelligence to its spending departments to achieve significant savings and value for money.
The person appointed will be expected to review all the Corporation's purchasing arrangements within a 3-year period and draw up a work programme on a priority basis, subject to certain conditions. The emphasis is on a co-ordinating role rather than a central purchasing unit therefore this will be a challenging job requiring initiative, energy and the ability to work with the minimum of supervision. Clerical support will be available.
A 3-year contract is envisaged with an annual fee negotiable up to £17,000.
Applicants should have proven experience in the purchasing field and should preferably be a qualified member of the Institute of Purchasing.
Application form and further information from Town Clerk's Office, P.O. Box 270 Guildhall, London, EC2P 2EJ. (Telephone 01-606 3030, Ext: 2422/2423). If you wish to discuss this appointment please contact Ivor Nightingale, ext: 2424.
Closing date: 14th May, 1985.

Our Client is a successful North American Consumer Finance organisation based in Reading. As a result of a recent promotion they now offer an excellent opportunity to enter a growth industry.
COMPANY ACCOUNTANT
Negotiable c£11,500 plus subsidised mortgage
Reporting to the Assistant Financial Controller, you will be responsible for running a department with a remit covering both Financial and Management accounting. A number of short and medium term objectives will give you the opportunity to demonstrate your abilities and set future operational format.
Experience is more important than qualifications. To succeed in this demanding role you will need at least 5 years experience covering both financial and management accounts in commerce or practice. You must also be experienced in managing people and have excellent communication skills. Able to work well under pressure, you must also be a good member as well as a leader. Preferred age - mid to late 20's.
Our client offers a generous benefits package including relocation allowance where necessary and excellent promotion prospects.
Please write, quoting ref. 134, or telephone Reading (0734) 508456 for an application form and position profile.
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Reading, Berkshire RG1 2LS
Training, Recruitment and Personnel Consultants BPS

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For a free job hunting information pack and weekly details on the recruitment market place including over 450 new jobs - phone (0742) 764585 or write to PER, The Times Building, 2-4 The Quadrant, Sheffield S1 4TH. 24-hour answering service - (0742) 750197.

First choice for job hunters

PER Professional & Executive Recruitment

General Manager

£22,000 tax-free + profit share Bahrain
An interesting challenge for an ambitious, highly-motivated Manager in a new Bahraini company presently under formation, specialising in the sales and servicing of office automation products, communication equipment and consumer electronics. With an overall brief to establish the company and develop its profitable growth, you will initially set up systems, recruit dealers/distributors, train and motivate a sales force and lead the marketing drive. Aged 30-45, you should have an electronics engineering background and proven management skills gained in a similar technical sales environment. Experience in the Gulf is required. The one-year renewable contract carries attractive benefits including car and free accommodation.
Send full cv and photograph to Colin Hodson, PER Overseas, 1st Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Senior Financial Accountant

£17,000 + South Wales
This is an exceptional opportunity for an experienced, qualified Accountant with authority, confidence and commercial flair needed to provide a comprehensive financial accounting service to one of the largest industrial complexes in South Wales. With the support of a large professional and clerical team, you will be responsible for the effective control of a substantial multi-million turnover and will make a significant contribution to the further commercial development of the operation. Although qualifications (ideally degree plus ACA, ACCA or ACMA) are essential, the main requirement is your proven ability to handle a senior position within a large manufacturing environment plus genuine staff-management skills. A salary in excess of £17,000 is negotiable and the comprehensive benefits include relocation assistance to a very pleasant South Wales location. Send full cv to Bob Edwards, PER, Grove House, Grove Place, Swansea SA1 5DH or telephone him for an application form on (0792) 43481.

Sales Engineer

Interconnection Components
£13,500 + 2.0 litre car East Anglia
Mektron Circuit Systems Limited, a subsidiary of the Rogers Corporation, manufacture and assemble a wide range of interconnection components for the professional electronics industry. The company has shown a steady growth pattern since it was established ten years ago. This continuing trend has created opportunities for an additional Sales Engineer, capable of servicing existing accounts and contributing to the company's expansion by developing the above area to its fullest potential. Selling these products requires Sales Engineer to act in an advisory capacity to help the customer optimize designs. Applicants should be educated to degree standard and have proven sales ability in the electronics industry. The post will be home-based and will cover London North of the Thames and East Anglia. The company offers an attractive salary, flexible from £13,500, plus company pension scheme, 2.0 litre car and usual fringe benefits. Write with full cv to Mektron Circuit Systems Limited, 119 Kingston Road, Leatherhead, Surrey KT22 7SU.

Sales Engineer

Basic + comm + car S England/S Wales
Part of a major group and specialising in powder handling equipment and process plant, Kemur incorporates the "household name" expertise of KEE fine grinding and coating equipment, garden rollers and blending equipment and much more. The company is looking for an enthusiastic person - ideally with a food, pharmaceutical or chemical engineering background with proven sales experience or a genuine desire to move into technical selling. If you have relevant technical expertise allied to confidence, personality and commitment - Kemur offers full sales and product training plus a high basic, commission, car and other benefits. Send full cv to Cheryl Thomas, PER, Lowry House, Marble Street, Manchester M2 3AW.

Area Sales Manager

Negotiable salary + car Africa/Middle East
My client, a leading engineering company, part of a large multi-national, is currently seeking an Area Sales Manager for Africa and the Middle East. Based in Hertfordshire, a large part of your time will be spent visiting your designated territory, both the market and the company's distribution network. Selling mainly through distributors, there is a large market potential in the area, a knowledge of which is essential. Applications are invited from candidates aged 30-45, with proven sales experience and an engineering background, preferably within the fluid handling industry. Benefits include a competitive negotiable salary, car and bonus, together with usual large company benefits. Send full cv to Jim Warner, PER, 14-16 Chapel Street, Luton, Beds LU1 2SU.

Software Design Engineer

Winchester
Dickson Engineering Limited is a progressive and successful company supplying process machinery worldwide. The electrical division provides a complete service for the design, manufacture and installation of programmable control systems. We now require a Software Design Engineer to enhance this service. The job will involve software for management information and data logging systems, including the interfacing of peripherals such as card readers, bar code readers/printers to mini-computers, micro-computers and PLCs. Ideally, you should be qualified to HNC level minimum with at least two years' experience of languages such as C, Fortran, Pascal, Assembler. Experience of OS and PLCs would also be advantageous. A five figure salary will be offered to the right candidate, with relocation assistance where appropriate. Please apply to Mr. Bob Mitchell, Electronics Division Director, W H Dickson Engineering Ltd, Moorcroft Road, Winchester, Hants. Tel (0962) 54962.

Orthopaedic Sales

UK and Africa
OEC Orthopaedic is an expanding and diversifying market leader in the orthopaedic instrument/implant supply industry. It now seeks ambitious applicants for the following:

Export Area Manager

To develop markets and resources among the company's many distributors and discover new agents/distributors as necessary. French/Portuguese an advantage.

Home Area Manager

NE England
To contact orthopaedic surgeons and other users of products within the public and private sectors and to expand the company's presence in the market.
Applicants will be 25-35, with a scientific educational background and at least two years' experience in sales/marketing of a related product. High commission earnings are offered for the home post. Abroad, the salary will be £10,000 + commission.
Write to Margaret Gidson, PER, 1st Floor, Grove House, Grove Place, Swansea SA1 5DH or telephone (0792) 43481.

Electronics Development Engineer

Competitive salary SW London
Are you an electronics enthusiast with one or two years' development experience since your degree or HNC? Then your contribution to research, design and manufacture of new consumer products could open the gates to a rewarding career. Smith Meters is a Stroudham-based light engineering company, employing 300 people, with an international reputation for technical excellence. The company is now diversifying its activities to include high-volume electronic products from conception through to manufacture. If the progression of your career in parallel with the development of new products stimulates your enthusiasm, and a competitive salary with five weeks' holiday and the stage of benefits expected of a major company (including relocation assistance where necessary) attracts your interest, Send full cv or telephone for an application form to Mr J. H. Smith, Smith Meters Limited, 170 Rye Road, Stroudham Vale, London SW16 5SE. Telephone (01753) 744 581.

Sales Director

£20,000 + bonus + car Home and Export
To play a major role as member of the Board as a manager and as a salesperson in the further growth of this profitable £10 million turnover engineering company, member of an international group. The product development record is excellent and well over 30% of turnover comes from exports. The appointment carries responsibility for direct and distributor sales achievement in home and export markets, for the efficient management of selling and marketing and for contributing profitably to business policy. Candidates must be experienced and successful in selling and managing major industrial accounts where a combination of correct technical specification and sound commercial judgement are key factors for success. A knowledge of machine tool applications is desirable, a qualification at degree level and an additional European language will also be an advantage. The appointment is based in Yorkshire and offers a commensurate salary and bonus £20,000 with car and good fringe benefits. Desirable relocation assistance.
Send full cv to Richard Norbury, PER, Pankiss House, Russell Street, Leeds LS1 5UF.

Works Director

£16,000 + car Hampshire
Part of a successful group, the company is the market leader in the manufacture of packaging components. Reporting to the Managing Director, you will take specific responsibility for over 150 staff involved in production and materials management, despatch and plant maintenance. The company's outstanding customer service record is reflected by the importance it places on ensuring that production quality, volumes and schedules are matched to customer requirements. Consequently it is essential that you are a confident and energetic staff manager, with the ability to influence those around you. Qualified to HNC or above, it is important that your shop floor engineering management expertise is supplemented by experience of plastic injection moulding, ideally in a mass production environment. This exceptional opportunity, offers scope for future personal development in a stimulating environment.
Please write for job specification to Colin Welch, PER, 62-64 High Street, Southampton SO9 2EG, Tel: (0703) 38211.

Sales Management

Packaging
Five figure salaries + cars North West
A major flexible packaging converting company based in the North West needs to strengthen its sales organisation at senior level.

Sales Manager - Designate

To take full responsibility for the control, training and results of the UK sales force from 1986 onwards when the present incumbent retires. Also personally responsible for all export business. Aged 35/45, you must have a sales management background in flexible packaging conversion with proven experience of manufacturing and sales management. This exceptional opportunity, offers scope for future personal development in a stimulating environment. Salary £15,000.

Territory Manager

Reporting to the above and responsible for the management and sales achievements of the key North West territory. Aged 30/40, you must have proven sales experience involving flexible packaging conversion with the ability to control and develop a major territory. Salary £11,000.
Both jobs carry BUPA, car and other benefits. Excellent prospects with a very progressive company.
Contact Paul James, PER, Victoria House, Ormskirk Road, Preston PR1 2DX. Tel: (0772) 59743.

Contracts Manager

Aerospace
Attractive salary Somerset
Normanair-Garrett Limited is a major supplier of control systems and components for the aerospace industry and also for an increasing number of applications in the marine, defence, energy and other specialised engineering applications. Substantial growth in the order book, coupled with increasing sophistication in contractual requirements, has led to the need to appoint an additional Contracts Manager. The Contracts Manager will personally negotiate prices, delivery and terms and conditions with major non-MOD customers. The function will embrace the preparation of quotations, and control of order acceptance, processing and progress, through to credit control. The successful applicant will be a self-starter capable of handling several contracts simultaneously on a wide variety of aircraft programmes in the US, Europe and other countries engaged in the production of both military and civil aircraft. Candidates, ideally aged 35-45, should have previous experience of contracts management, buying or selling within the aircraft industry, with the ability to negotiate in a highly competitive environment.
Please write with full career details to the Personnel Department, Normanair-Garrett Ltd, Yeovil, Somerset BA20 2YD. Tel: Yeovil (0939) 75181. ext. 3361 or 3195.

Career Opportunities

Attractive salaries East Midlands
An expanding high-tech company with a prime role in a major national project has career opportunities at all levels for the right people. Immediate requirements include:

Electrical/Electronic Engineers

To join an expanding department involved in the research, design and development of control, instrumentation and protection systems. A postgraduate degree in engineering, together with experience of, or an interest in, the following: C and I systems, design, computer networks and software methods.

Programmer/Analysts

To design and develop computer systems and programs in support of project planning and control. The successful candidate should have a degree in computing, science, engineering or mathematics. Computer facilities include: Sperry, DEC, HP and Modcomp equipment programmed in Fortran, Pascal and Basic. Applicants should hold a good degree in computing science, general science or engineering with some previous programming experience.

The attractive package includes relocation to a desirable low-cost housing area and pleasant working environment. Starting salaries will be at a level commensurate with experience and capability within the following scales:
Scale 1: £5,559 - £12,801
Scale 2: £10,666 - £14,562
Scale 3: £13,450 - £17,450
Send full cv to Charles T. Taylor, PER, Lambert House East, Clarendon Street, Nottingham NG1 5NS.

Sales Representatives

Competitive salary + commission + car
An expanding subsidiary of a large multi-national organisation, who are market leaders in UPVC windows fabricated to customer requirements, seeks experienced sales representatives to develop established territories (Central and Northern England and Northern Ireland) by promoting the product to specifiers and new market areas including major contractors and developers. Applicants must be self-reliant and resourceful with varied experience in the building/construction industry.
Write or phone David Sills, Personnel Manager, Blacknell Buildings Ltd, 25 Westmore, Farnborough, Hants. Tel: Farnborough 544333.

Control and Instrumentation Engineers

To £10,800 (under review) Cheshire
UKAEA, one of the foremost research and development organisations in the world in the field of industrial nuclear power, now requires professional Engineers to design measurement and control systems for nuclear power and chemical process plants. This involves the application of advanced technology methods in the use of analogue and digital equipment for the control of plant systems. Applicants must have an honours degree in engineering or physics and/or corporate membership of a senior professional institution. Professional design experience would be an advantage but is not essential. Salary scale £7,405 - £10,800, depending on experience.
Please Lindsay Taylor, PER Warrington, on (0925) 52153 for an application form.

Technical Sales Specialists

Anti-Corrosion
Excellent tax-free salary Saudi Arabia
A proven track record in selling anti-corrosion products combined with qualifications and an interest in earning good money by achieving sales targets, will attract the interest of this well-known Saudi company. Reporting to the owner and responsible for developing a specific product range (American) throughout the country you will liaise with high level engineers in Aramco/Bechtel etc. Travel will be involved. Production in America is likely. In return the company offers a negotiable salary (tax free) plus commission and bonus, free accommodation, car and UK leave. An initial two-year contract is envisaged. Good prospects.
Send full cv, passport photo, copies of qualifications to Richard Williams, PER Overseas, 4th Floor, Rex House, 4-12 Regent Street, London SW1Y 4PP.

Senior Electronics Engineer

£15,000 + Southern England
A leading international company now has a vacancy for a Senior Electronics Engineer. They are looking for a minimum BSc in electrical/electronics engineering. An essential requirement is experience of microprocessor architecture and detail circuit design preferably in avionics applications. Send full cv to Steve Coe, PER, 62-64 High Street, Southampton SO9 2EG.

Materials Manager

Five figure salary + car South Coast
This is a challenging opportunity for someone who has the ability to control and in particular motivate established buying office personnel. Also required of the successful candidate will be the following: familiarity with a fully computerised materials control system; an ability to develop and implement improved MRP systems; an ability to propose, develop and implement improved stock policies including the full use of ABC techniques; experience of all aspects of purchasing of electronic and electrochemical components; an ability to review and develop routine buying office procedures; and experience of PPI operation. An attractive remuneration package is offered including company car, contributory pension scheme, free life assurance etc. Relocation assistance is available where appropriate.
Send full cv to Bernadette Carr, PER, 62-64 High Street, Southampton SO9 2EG, or telephone a list of companies to whom your application should not be forwarded.

Technical Representative

Five figure salary + car South West Wales
This is an extremely rare opportunity to develop your career and inject a breath of fresh air into your lifestyle by coming to work in a beautiful and peaceful area of South West Wales. The business, developed and expanded the sale and use of their range of specialty processed chemicals. We anticipate that you will probably be in the age group 25-35, be qualified to a minimum of HNC level in chemistry or a related discipline and have already gained some experience in a technical sales position. Specific product training will be given directed from their technical HQ in America. Some knowledge of the process chemical industry would be an advantage. The rewards for your expertise and commitment include an extremely attractive negotiable salary, company car and the usual benefit package associated with a large multinational organisation.
To apply, write with full cv, giving an indication of salary requirements, to Bob Edwards, PER, Grove House, Grove Place, Swansea SA1 5DH. Tel: (0792) 43481.

Works Manager - Plastics

Attractive salary Nottinghamshire
Part of the packaging division of Robinsons of Chesterfield, Robinson-White Plastics Ltd produces a wide range of injection moulded and extruded plastic products in modern premises in Kirkby-in-Ashfield. Recent profitable expansion has created the need for an experienced Works Manager able to operate cost effectively with a union-represented workforce of around 100 involved in moulding, decorating and assembly over three shifts. You will need relevant experience in the plastics or a similar industry with proven staff-management capability, knowledge of current employment legislation and a high degree of commitment and self-motivation. Salary and benefits will fully reflect the importance of the position and generous relocation assistance is available. There are sound prospects for further career development.
Send full cv to Paul Cox, Director/General Manager, Robinson-White Plastics Ltd, Lee Moor Road, Kirkby-in-Ashfield, Nottingham NG17 7LA.

Factory Manager

OTC Medicines
Rusco Pharmaceuticals is a major supplier of OTC medicines to chemist wholesalers. At Biggleswade in Bedfordshire, the company manufactures medicinal liquids, creams and ointments and also packages an extensive range of tablets and powders. As the Senior Manager on-site, responsibility is for the entire factory and warehousing operation (excluding quality control) including all aspects of production, engineering, warehousing and administration including management of some 120 staff on both days and night shift. The position reports to the Director of Production and also includes site responsibility for production planning, budgeting, stock control etc. The person appointed will have at least five years' experience in pharmaceutical manufacturing including a minimum of two years' in production management, coupled with a relevant qualification at degree level. An ability to demonstrate sound organisational abilities and communication skills as well as a proven track record in cost control is essential. It is necessary therefore that the person appointed will be under 38 years of age. A salary to match the importance we place on the post is supported by a range of benefits which includes a company car.
Please send a comprehensive cv or telephone for an application form to John Hughes, Personnel Manager, Rusco Pharmaceuticals, 45 Station Approach, West Byfleet, Surrey. Telephone 0181 871 1133 ext 129.

Project Engineer

Competitive salary Hereford
Located in Hereford, Wiggin Alloys Limited is part of the world's largest nickel alloy producing company supplying a large range of alloys and products to OEM's. From our integrated manufacturing facility we produce cast, strip, bar, wire, tube and forged forms utilising most metal working techniques and up-to-date processes. We are seeking an Engineer who can make an immediate contribution to our project engineering team to support a multi-million pound capital investment programme over the coming years, principally for the production of high technology alloys for the aerospace industry. Suitable applicants will be graduates or equivalent, or corporate members of the IEE or IMechE with a broad engineering background, have the ability to gain the willing co-operation of people at all levels, and preferably experience in the metal manufacturing industry. A competitive salary is offered together with an attractive benefits package including free pension and life cover plan and private medical care. At least five years' experience with relocation expenses. Send full cv to Aileen Allrow, Personnel Officer, Wiggin Alloys Limited, Holmer Road, Hereford HR4 9SL for an application form enclosing career details.

Area Sales Manager

Air Conditioning SE England
A vacancy exists in our Rickmansworth office. Applicants must be self-motivated and conversant in close control air conditioning, computer rooms, clean rooms and associated environmental services. In addition to the design and preparation of tenders, candidates must be able to deal with architects, consultants, specifying authorities and end users. Excellent career opportunities exist for the successful candidate. A negotiable salary, company car, non-contributory pension/life assurance and assistance with relocation in approved cases.
Applicants are invited to submit a brief cv in the first instance to Mr DB Chambers, Personnel Manager, Denso Ltd, PO Box 11, Holmer Road, Hereford HR4 9SL.

Principal Control Engineer

£18,000 Southern England
Owing to continued success and expansion, this internationally renowned organisation, at the forefront of its hi-tech field, now seeks a Principal Control Engineer. They require a minimum BSc qualification (preferably MSc) in control engineering. You should have relevant experience in modern control theory. Experience in avionics attitude control would be a decided asset.
Send full cv to Steve Coe, PER, 62-64 High Street, Southampton SO9 2EG.

Senior Instrument Engineer

£16,000 Aberdeen
An established multi-discipline design consultancy, serving the offshore oil industry, wishes to recruit an experienced Senior Instrument Engineer for work on a wide range of instrumentation design modification packages associated with offshore process plant. Candidates should be qualified to HNC or degree level and have a minimum of five years' design experience covering electronic, microprocessor and pneumatic instrumentation applied to process instrumentation in the oil/petrochemical industries. This position offers excellent career prospects. Removal assistance is offered where appropriate. Vacancies also exist at Instrument Engineers, Aberdeen.
Phone or write to Jim Davies, PER, 181 Union Street, Aberdeen AB9 1BH. (0224) 514393.

Export Sales Manager

Five-figure salary + car Leeds based
Britain's leading manufacturer of packaged air conditioning equipment, Airedale International is rapidly developing export sales and now needs a Sales Manager to develop the South East Asian market. Based in Leeds you'll market the Airedale range through agents/distributors and direct to industry, commerce etc. Ideally 35/45, you must have proven export sales experience involving air conditioning equipment. Excellent rewards and prospects. Relocation assistance.
Phone Selwyn Jones, PER Leeds.
On (0532) 445331 for an application form.

Works Manager Designate

Attractive five figure salary Dartford, Kent
My client, subcontract precision engineers, provide a service to defence, aerospace, nuclear engineering and commercial automotive power manufacturers. The successful candidate will strengthen the management team and assume responsibility for the daily functioning of the toolmaking, tool cutting and NC divisions, and ensure that a first-class service to customers is maintained. This position requires a 'hands-on' Manager aged 35-50, with a precision engineering apprenticeship from a machining/toolroom background. Good organisational/administrative skills and staff-management experience are essential. Experience of NC manufacturing and customer liaison will be useful. Additional benefits and relocation will be considered.
Send full cv to Barbara Hunter, PER, 5 London Road, Maidstone, Kent ME16 8HR.

Air Filtration

Attractive negotiable salaries Birmingham
Manufacturing air filters and systems for industrial and commercial applications. Fair Europe - part of a major US group - needs the following to become involved in exciting expansion plans.

Export Sales Executive

To support and develop the European distributor/dealer network. Three-four months plus overseas. Knowledge of European languages. Proven sales record plus relevant technical experience, self-motivation and commercial flair.

HVAC Engineer

Qualified HVAC Engineer to develop contacts with manufacturers and assist in servicing OEMs. Probably over 30 with technical flair allied to commercial acumen. Excellent rewards and prospects with fast-growing market leader.
Send full cv to Liz Bransington, PER, 120 Corporation Street, Birmingham B4 6TB.

Design Engineers

Attractive salary Bedford
Eaton Ltd designs and manufactures industrial control components under the Cutler Hammer brand name. Significant product changes have required expansion in our design team. You will be involved in original design/design modification of control systems, systems in use and overhauled relays. You should be suitably qualified, with an electrical engineering BSc. Ideally with experience in design/project engineering in industrial controls. Benefits include an attractive salary, pension/life assurance schemes and five weeks' holiday. Relocation assistance is available.
Please telephone or write to Rupert Brown, Eaton Ltd, Industrial Controls Division, Elstow Road, Bedford MK42 9LH. Tel: Bedford (0234) 67433 ext 386.

Energy Management

Attractive package + car Various locations
A leading consultancy providing comprehensive services to UK and overseas industry, commerce and local government, we continue to expand to meet increasing demand for effective energy management. We need high-calibre Engineers in the London, Birmingham and Manchester areas to provide an effective energy strategy tailor-made to customer requirements and to undertake computerised monitoring, targeting and control of energy resources. Minimum HND level in an appropriate discipline, you should have at least five years' experience in energy utilisation - ideally with knowledge of computer applications. Excellent rewards and prospects with a successful organisation.
Send full cv to Mr J. Alexander, FEC Consultants, Wellington House, Queens Road, Oldham OL3 2BA.

Sales Executives

£8,000-£12,000 + commission + car
Business Computer Solutions Limited, a newly-formed subsidiary of a well-established UK company, supply leading micro-computer systems, peripherals and software applications to the end-user market. Demand for these systems has created opportunities for additional sales professionals to sell to both corporate and individual customers. Ideally, you should have several years' experience selling computers or related products. Knowledge of automatic identification equipment and IBM 3270 series would be advantageous. In return, we would expect your basic salary plus commission to be well in excess of £18,000 p.a. Please apply in writing to Personnel Manager, Business Computer Solutions Limited, Lenton House, 20 Lenton Street, Lenton, Hants GU34 1HQ.

Production Manager

Thames Valley
Nicholas Laboratories, a leading manufacturer of pharmaceuticals, toiletries and cosmetics, have an opportunity for an experienced Production Manager. You will take complete responsibility for the processing and packaging of all pharmaceutical tablet and powder products, developing production staff to ensure that quality standards and production targets are met. Aged 25-35, preferably with a degree in chemistry or pharmacy, you should have a proven track record in pharmaceuticals or an allied industry and the ability to manage and motivate staff. An attractive remuneration package, including relocation assistance where applicable, will be offered.
Please write with cv to Andy Harrop, Personnel Officer, Nicholas Laboratories Ltd, 225 Bath Road, Slough SL1 4AU, quoting reference DT/485.

Financial Accountant

Competitive salary Suffolk/Cambs border
Kirby-Warrick Pharmaceuticals Ltd, a subsidiary of the Schering Corporation, USA, distribute premium ethical and OTC pharmaceuticals. Reporting direct to the Financial Controller you will supervise the finance department, prepare and submit company and statutory accounts, using computerised systems, interact with all departments and be involved in business projects. To apply for this challenging career opportunity which offers relocation assistance, Send full cv to Michael Platten, PER, Norfolk Tower, Surrey Street, Norwich NR1 3PA.

Electrical and Mechanical Engineering Experts

From £24,000 Saudi Arabia
This Saudi Arabian engineering consultancy company has won a prestigious building contract from the Royal Commission. Two BSc qualified technical experts are required to represent the company on-site, taking control of all design changes, installations, and client liaison. Both appointments demand ten + years' experience in electrical building services or HVAC in the Middle East. Single or married status contract. Tax-free negotiable salary. Attractive benefits.
Phone Aubrey Magill, PER Overseas, on (01) 930 6573 immediately.

Development Manager

Negotiable five figure salary + car Swansea
Aluminium Wire and Cable Company is an associate of three major British companies, involved in the manufacture of power cables for UK and overseas markets. We are now seeking to consolidate our success and significantly increase profitability through the addition of new products and improvements in process and technology. We therefore need to recruit a Development Manager capable of making a significant contribution in these key areas. Reporting directly to the Manufacturing/Technical Director your main responsibilities will include development of the product range and the optimisation of processing plant and methods, with the emphasis on a practical continuous approach. To succeed you will need to be innovative and have the ability to motivate and maintain a positive interdepartmental liaison. We anticipate that you will have achieved a degree level qualification in a technical or engineering discipline, allied to a minimum of five years' experience of manufacturing and R & D gained in the cable and wire industry. The rewards for your expertise and commitment include an attractive salary, company car, pension, health and group education schemes. Assistance with relocation expenses is available.
Please contact Graeme Leth, Personnel Manager, on (0792) 52251 or send full career details, including salary requirements, to Mrs AWCO Limited, Port Trawant, Swansea SA1 8PS.

Production Manager

£11,000-£14,000 Cambridge
Michell Instruments is a high technology specialist measurement instrument manufacturer supplying industry, research and national standards labs world-wide. Reporting to the MD, the Production Manager will have responsibility for a small in-house production unit and also for sub-contract manufacturers. We seek a mature individual who can take responsibility and work under pressure at times. You should be educated to degree or HNC level or be able to demonstrate an equivalent ability. Experience of working in an instrument or electronic production environment is essential and evidence of successful people management will be sought. You will be working with a team of highly skilled and motivated engineers and technicians in a well-managed high-growth company where working conditions and long-term prospects are excellent. The salary will include a benefits package, fully negotiable to take account of experience and qualifications. Generous relocation assistance to Cambridge will be provided. Please telephone, in first instance for an information pack and application form, to Michell Instruments on (0223) 31247.

Production Works Manager

From £12,000 + 1600cc car Kent
This company manufactures products for building industries. With new contracts it is increasing its market share. A Production Works Manager is required to ensure the products are progressed on target to the quality and quantity required. From a manufacturing building products environment, you will enjoy a pressure situation engaged in monitoring the track record in motivating and leading by example.
Send full cv to Nadine Walsby, PER, 5-11 London Road, Maidstone, Kent ME16 8HR.

Sales Engineers

Negotiable salary Midlands & H Counties
The Burkert Organisation is a leading European manufacturer of solenoid valves and associated products which are sold to a wide spectrum of industry. On-going expansion has created the need for additional Sales Engineers for the Midlands and Home Counties areas. Candidates, qualified to HNC Mechanical Engineering or equivalent, should have a successful sales record in a similar or related field and already be resident in one of the above areas. A high degree of self-motivation, good communication skills and the ability to assimilate technical know-how quickly are essential requirements of these positions. If you consider you meet our needs:
Please apply in writing with full relevant cv, including current salary, to: Managing Director, Burkert Contramatic Ltd, London Road, Borebridge, Stroud, Glos GL5 2BT.

Financial Manager/Management Accountant

Dronfield, near Sheffield
George Jowitt and Sons Limited are specialist manufacturers of roofing wheels and segments. This is a new appointment with a small to medium-sized profit in private business of long standing. The successful candidate will be responsible to the Managing Director for planning and controlling expenditure including budgeting, costing and purchasing. He/she will also assist the Company Secretary. Candidates should be qualified, preferably as ACCA, with at least three years' relevant experience in industry including computerised systems. They should also be able to show initiative and versatile business knowledge. The salary and benefits, including a company car, will reflect the importance placed on this appointment by the company.
Send full cv to Bob Post, PER, Clarendon House, Charter Row, Sheffield S1 3EB. Tel: (0742) 77556.

Marketing Executive

Cheshire
UKF Fertilisers is one of the country's leading fertiliser manufacturers and has doubled turnover during the last five years to achieve current sales figures well in excess of £100 million. We are now looking to strengthen our marketing function by appointing an ambitious young professional, probably aged between 26-32, with a good degree and several years' marketing experience in a progressive company. You will join a busy head office team engaged in monitoring the company's day-to-day performance and in influencing its long-term objectives in a highly competitive and constantly changing market where sound commercial judgement is of prime importance. Salary, with real merit-based progression, will reflect these responsibilities and current earnings of £11,000. Other benefits include a holiday bonus, assistance with travel to work expenses, free BUPA, largely non-contributory pension scheme, free life assurance and an excellent relocation scheme if appropriate.
Please apply or telephone for an application form to: Mr C. Bradley, Personnel Officer, UKF Fertilisers Ltd, Ince, Chester CH24 4LB. Tel: Helsby (09282) 2777, ext 643.

Mechanical Handling

Competitive salaries Lichfield, Staffs
These are unique opportunities for ambitious mechanical handling specialists to strengthen and expand the engineering team of a newly formed division of Eltimate Limited. You will be on the ground floor of an exciting new organisation whose comprehensive product range comprises top quality, high-tech mechanical handling equipment for manufacturing and service industries with contracts in the £2m-£5m million bracket. The company wishes to recruit Engineers with proven mechanical handling experience including engineering management, project leadership, sales/applications, installations/commissioning or electrical/electronic/mechanical design. There are opportunities at all levels including departmental management. If you have the experience, the flair, the enthusiasm and the commitment needed to ensure the success of this aggressive new operation you will find the rewards and future prospects difficult to beat! Send full cv to the Company Secretary, Sitem Systems, Shire House, Birmingham Road, Lichfield, Staffs WS14 9BW.

YOUNG ACCOUNTING PROFESSIONALS

Looking to broaden your experience and your career horizons

Dow Chemical Company is one of the world's largest chemical manufacturers. We have a strong presence in the UK, our longest established base in Europe and continue to enjoy excellent growth and expansion.

With new Head Offices based in Staines we have been able to reorganise and expand our accounting function. As a result there are a select number of vacancies for qualified and part qualified Accountants and Cost Accountants at our Head Office and one position for a Cost Accountant at our main UK production site at King's Lynn.

You will be part of a team responsible for the extensive and detailed preparation of monthly and statutory accounts, internal control and performance analysis and the further development of accounting systems. You will also be required to liaise substantially with other areas of the Company's operations.

Ideally you will be aged 22-27, AIC, ACCA, ACMA accounting professionals or graduates with part qualifications. You will need to demonstrate excellent all level communication skills and be ready and keen to shoulder considerable responsibilities. This will demand both personal flexibility and mobility in the early stages of the role.

A salary and benefits package commensurate with your experience and ability, to include generous relocation assistance where necessary, will be offered in return. Additionally, career progression on an international scale can be expected for high calibre candidates, rewarding top performance with rapid promotion.

Please write with full c.v. to Mrs Diana Helmer, Personnel Manager, Dow Chemical Company Limited, Meadowbank, Bath Road, Hounslow, Middlesex TW6 9QY.

DOW

*Trade mark of The Dow Chemical Company

GENERAL APPOINTMENTS

UK and HOLLAND

— to £20K

Systems Technology are a specialist Company developing large scale transaction systems based on communications and videotex technologies. Projects are undertaken throughout the world; major clients include the airlines and financial institutions. The company operates from offices in Guildford in the UK and The Hague in Holland.

Recent successfully completed projects include the Kuwait Stock Exchange trading system, a national videotex system on behalf of a consortium of Australian airlines and large scale access systems for British Airways and KLM.

We are now seeking further development staff to work on DEC and Modcomp based videotex systems. You will ideally have real-time and communications experience and the ability to design and implement systems to the highest professional standards. Developments are based on PASCAL and 'C'. Knowledge of the airline industry is particularly welcome.

The company offers excellent salaries, relocation assistance and a progressive working environment. If you can accept responsibility and contribute ideas and enthusiasm, please write or phone.

Gill Wright
Novus Systems Technology Ltd
Weymouth House
Millbrook
Guildford GU1 3YA
Tel: (0483) 69933

systems technology

GENERAL MANAGER

West London

Salary £ negotiable

We are an expanding Food Distribution Company located in West London and are seeking to recruit a General Manager (preferably with experience in the industry). Ideally aged 30-40, the successful candidate would need to display the following qualities:

- ★ Ambitious and hard working
- ★ Flexible but well disciplined
- ★ Self motivated
- ★ Commercial flair and acumen

Please apply:

Box 2824Y, The Times

Careers in the West

...where you'll find the best of both worlds. A superb environment in which to live and work, and an area which is fast becoming recognised as a centre of technological and commercial achievement.

Manager

Design and Development up to £20,000
For a small yet well established and extensively resourced high technology company. You'll be responsible for the overall design and development of a range of electro-mechanical products, areas of involvement will encompass all aspects of software and hardware, together with tooling and product launch.

Management experience in a product development environment, backed up by a relevant software or electronics qualification, is essential and a knowledge of real-time systems and ULAs would be an advantage.

Commercial Manager

substantial 5 figure salary + car
This is a superb opportunity for a suitably experienced sales professional to take overall control of the vital sales/commercial function. The company is an aggressive, far sighted £ multi-million subsidiary of a major UK Group, specialising in hot press moulded GPP.

As a key member of the executive team, you'll be negotiating at the highest level as well as providing inspired leadership, motivation and control. Extensive sales and commercial skills ideally gained with a supplier to automotive OEM's are essential, and knowledge of polymer-based products would be advantageous.

Technical Support Manager

Telecomms c.£17,000 per annum + car
For a major international manufacturer of advanced telecommunications and datacomms equipment. This is a senior position leading a team of engineers responsible for the installation and commissioning of advanced electronic telecommunications products. Responsibilities include the management of new products undergoing field trials, liaison with customers on maintenance issues, the establishment of a project engineering activity, as well as the installation of equipment at exhibitions and seminars.

Probably from a field service management background, you should have extensive telecommunications experience coupled with a qualification to HNC level in Electronics or a related subject, and knowledge of both analogue and digital circuitry.

All vacancies offer excellent benefits packages, relocation assistance and genuine prospects.

Interested? Then telephone or write to Andrew Burns, Travel Executive Appointments, 14 Southgate Street, Gloucester GL1 2DH. Tel. Gloucester (0452) 415676.

Travel Executive



DIRECTOR KING'S FUND INSTITUTE

The King's Fund is seeking to recruit a Director to set up a small, incisive and non-political institute of health policy analysis.

A search committee has been formed to draw up a short list of candidates in June 1985. The person we are seeking will have:

- an admired record of policy analysis, not necessarily in health.
- the capacity to attract and work with 5 or 6 others of high calibre, and unleash their talents individually and collectively.
- open-mindedness, without a pre-set position on major issues.
- toughness to explain and defend the institute's findings.
- ability to manage the institute.

The selection process will encourage candidates to develop and explain their own ideas about the institute's initial agenda and approach.

Candidates are welcome from any country and any academic discipline. We welcome suggestions on whom to approach as well as enquiries from potential applicants. Preferred age range 35-50. Salary by negotiation, but unlikely to be less than £25,000.

Further information can be obtained in confidence from:

Robert Maxwell, Secretary, King Edward's Hospital Fund for London, 14 Palace Court, London W2 4HT.

or from any other member of the search committee, which comprises Dr Anthony Dawson, Professor Rudolf Klein, Professor Philip Rhodes and Professor Alan Williams.

Those interested should notify Robert Maxwell, preferably with a CV, by 1 June, 1985.

Dar Al-Handasah Consultants
(Shair & Partners) (UK) Ltd

MECHANICAL ENGINEER

Dar Al-Handasah Consultants, a multi-disciplinary international consultancy requires a Mechanical Engineer with suitable qualifications and a minimum of 10 years experience in Government workshops, to assist a government agency in preparation of field inspection and servicing schedules and the design of related training curricula.

The successful applicant will be familiar with the maintenance and repair of earth-moving equipment and vehicles. Experience of procurement and technical specification preparation and bid analysis for construction equipment is also desirable.

The position will be a six- to eight-month contract (with possible extension for two years) with the usual overseas benefits.

Please apply in writing, enclosing details of qualifications, experience and current salary to:

DAR AL-HANDASAH CONSULTANTS
(Shair & Partners) (UK) Ltd,
91, New Cavendish Street, London W1M 7FS

The Economist
Publications Limited

General Manager for new venture

A General Manager is needed to be responsible for a new and fast growing venture within this flourishing publishing group.

Applicants should be familiar with the principle of selling and running a high-quality service. They should ideally have had experience of a start-up, possibly with a small group within a larger corporation, and will have developed a successful record in sales and marketing, preferably abroad as well as in the UK.

The successful candidate will be able to integrate all the business functions - sales, marketing, production, accounts - setting a strategy for the business and ensuring its successful implementation. We want someone who will grow with the business, taking it from a start-up to a major division of our company.

We require the ability to lead and motivate a small, highly-qualified team, the presence to represent a prestigious name with confidence and credibility and a track record as a business-getter.

Reporting to a Board Director, the successful candidate will be remunerated with a good degree of quality rather than subject being important and will probably be in his or her 30s.

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Dr Derek Kent-Smith,
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The Economist Publications Limited,
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Cost of living allowance subject to change according to United Nations common system will range per annum from (US\$2,608.30) to (US\$3,303.10) with dependants and (US\$2,421.90) to (US\$3,046.60) without dependants.

Initial contract is for two years. Deadline for applications is 31 May 1985.

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Due to continued growth there is an additional vacancy for a Management and Training adviser within the Industrial Society's local government unit.

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- Identifying ways in which local government authorities can be most effective in achieving results with people through leadership at all levels.
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The person will have:

- Proven management record in business, commerce or industry
- Appreciation of local government structures
- Commitment to achieving involvement of people at work and better management/union relationships.

The applicant should be between 27 - 45 years of age.

Please write with brief details of experience quoting reference number: A463 to: The Society, Secretary, The Industrial Society, 3, Carlton House Terrace, LONDON SW1Y 5DG.

The Times guide to career development

From banking to blackboard

The teaching profession, demoralized and insecure as it is reputed to be, would not be everyone's idea of a natural alternative to banking. Yet that was the choice made by Graham Simmonds when he decided to leave the National Westminster graduate training scheme last year.

"Frankly I think I was recruited by the bank on false pretences", complains Graham, who has a degree in management studies from Aston University.

"Their publicity stressed the importance of initiative, imagination and qualities of management and leadership. But I found myself just a cog in the administrative machine working under disillusioned branch managers who weren't in the least interested in my ideas."

The process by which Graham decided to switch to teaching was long and carefully considered. Indeed, when he first faced up to his disillusionment with banking the thought of life in the classroom would have been the last thing to occur to him.

He said: "I had enjoyed my management studies at university and was particularly interested in areas such as marketing and personnel."

"I went into banking because I thought - or was led to believe - that I could combine commercial work with contact with customers by providing financial advice. How wrong I was!"

'It was glaringly obvious that this was right'

Graham's problem seems to have stemmed from NatWest's decision to expand considerably its graduate recruitment programme to accommodate a projected shortfall in managerial level staff in the 1990s.

Even such an experienced employer as NatWest can face difficulties in absorbing such a large number all at once. New graduates are notoriously difficult to handle, especially when they are entering a culture which is routine and humdrum.

The energetic, questioning attitudes of the 22-year-olds do not fit in easily with sleepy branch banking, in which staff do things by the book and do not welcome challenges to their routine methods.

Indeed, the NatWest agrees that there is a need to provide graduates with more responsibility, more quickly.

"We have recently reviewed our graduate training programme to provide a greater challenge", said the bank's spokesman. "The more able recruits can now reach management positions before the age of 30."

However, that was not going to be fast enough for Graham. "I became deeply frustrated at work and then miserable at home afterwards", confessed Graham. "Obvi-

Edward Fennell on changing careers - the first in a series of three articles

ously there were some financial perks in being a bank employee and I tried to focus on these and enjoy the evenings and weekends.

"But it was no good. By the end of my second year I was completely fed-up."

Perhaps the natural progression for Graham would have been into accountancy, marketing or personnel. He considered all of them seriously. They all had some appeal but having made a mistake the first time round he did not wish to repeat his error.

He had to be completely sure. And the more he thought about them the less convinced he became.

He said: "I seemed to be stuck. I was unhappy in what I was doing but couldn't imagine what else I might enjoy."

"Then my wife suggested I go back to basics. So I got hold of a general careers guidance book and went through a straightforward questionnaire-grid in which I wrote down my strengths and weaknesses, likes and dislikes."

"It was amazing! Once I thought through my motives in a systematic way it was clear that I was really suited to working with people, and developing relationships, and working in a creative atmosphere."

"Having got that far, teaching presented itself as a realistic possibility."

Graham's next problem was that when he was a sixth-former he had vowed that the one thing he would never do was to go back to a secondary school and teach. So primary school teaching was the obvious outlet.

"It then became glaringly obvious this was the right thing for me," he said. "I wouldn't be tied to a narrow curriculum and the children wouldn't be as cynical as when they are in their teens."

"Everything pointed in that direction. Yet I still couldn't quite get over the fact that I was opting for something which three years earlier I would never have contemplated."

None the less, with his mind made up, Graham acted promptly. It was fortunate that he did. Despite the problems in teaching, the reduction in the number of teacher training places has meant that competition for postgraduate places is now quite tough.

To ease the stress, some colleges have introduced informal deadlines after which no more candidates will be considered. Without his being aware of it Graham's application just

crept in before the cut-off date at his first choice institution.

"I got an interview shortly after sending in my application form and within a few weeks I was offered a place. In a way it all seemed very easy," he recalled.

In fact, the ease and speed of Graham's progress belied how demanding it was. Graham had read a tremendous amount about primary education before his interview and the depth and care with which he had researched his decision was clear evidence of his sincerity.

Moreover, his personal qualities and lively self-presentation suggested that he would have no difficulties in front of a classroom of seven-year-olds.

What was going to be more troublesome was the adaptation back to life as a student on a grant which was inevitably small by comparison with his salary from the bank - compounded by the fact that he would lose the preferential interest rate on his mortgage.

"I was just very lucky that my wife was in a reasonably well paid job and was prepared to make sacrifices while I was at college," he said. "If I'd been single I could never have done it."

Now in the middle of his training course Graham is thoroughly enjoying himself and is confident that the right decision has been taken.

'The last thing I did was to close my account'

He has faced the fact that the employment situation is difficult but he is prepared to go virtually anywhere in England to get a job - again he is fortunate to have a wife who is so co-operative!

He reckons that as a rare male in primary teaching, his promotion prospects are pretty good and this balances out his drop in earnings.

"I was mildly tempted to give the bank a bit longer but then it would have been increasingly difficult to make the break - especially if we'd had children."

And how did his erstwhile colleagues feel about his move into teaching? "I never told them what I was switching to. They asked me but I didn't want to tell them."

And what was the last thing he did in the bank? "I closed my account."

Graham would recommend others in a similar position:

- To review your feelings systematically
- To research carefully any career move
- To get full backing from your family
- To have the courage to act.

Next week: From finance to food

Chief Executive



£24,431 - £26,874

Eastleigh is situated in southern Hampshire close to the scenic and sporting attractions of the Solent and New Forest. With a population approaching 100,000, its wide interests include major industrial concerns and thriving commercial, agricultural and leisure sectors, including the boatbuilding and yachting centres on the Hamble.

With the retirement of the Chief Executive in July, the Council is seeking a successor with the experience, flair and ability to lead the corporate management team and 590 council employees.

Eastleigh is a progressive authority in which the new Chief Executive will assume responsibility for the formulation and implementation of the Council's policies, and the appropriate deployment of all resources. In addition, there are duties as a Returning Officer, and manpower and information services are directly attached to the post.

Key tasks will be the implementation of further development plans and proposals for a major shopping centre in the town.

Applicants are likely to be in their 40s, from a relevant professional discipline, with substantial knowledge of local government organisation and procedures, and a successful track record in a wide-ranging senior management role.

In addition to salary, there are car and telephone allowances and election fees. A resettlement allowance of £2,500 is payable.

Please send brief cv, in confidence, quoting Ref: GM 78/8224/T, to G T M Hinds, from whom further particulars are available. Closing date for applications: 17 May 1985.



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Apply: Dr. M. A. West, Applied Photophysics Ltd., 20 Albemarle St., London W1X 3HA.

Deputy Director INDUSTRIAL RELATIONS

Central London

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Applications, marked Private with full details please, to:

Mr R. Emery, Director, Industrial Relations, The Federation of Civil Engineering Contractors, Cowdrey House, 6 Portland Street, London, WC2A 2HH



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Comprehensive product training will be provided. REWARDS: Salary is for discussion c £18,000. Other benefits include a Company car and assistance with relocation where necessary. Applicants of either sex apply in confidence. Ref: 986

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For the other post you should have knowledge of command and control systems. Project Management experience is essential.

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Please write with full career details to: Mrs. Patricia Moles, Personnel Officer, Leasco Software Limited, 150-152 Bath Road, Maidenhead, Berks SL6 4LD. Tel: (0628) 23391.



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DP Manager - Micro/Mainframe Networking

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Wimbledon

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- Implement various marketing database systems.

Applicants, DP professionals, ideally with a financial background, must possess practical experience of networking micros with mainframes. Knowledge of FCS software, budgetary control and foreign exchange is desirable. Attractive package includes negotiable salary, company car and free BUPA.

For both positions send cv with full career and academic details to Robert Little, PER Management Selection Division, 12a Commercial Way, Woking, Surrey GU21 1HG.

All posts are open to men & women.



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Our Client, a profitable and progressive international manufacturing Group (T/O c.£800m.) seeks a Head of Corporate Planning based at their small and closely integrated Corporate Headquarters on the western outskirts of London. It is envisaged that within 12 months the successful candidate will assume responsibility for corporate development.

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Confidentiality is assured until the job description has been discussed with candidates at interview. Relocation assistance will be considered and the employment conditions include BUPA and a non-contributory pension.

Please send detailed CV to include current salary to Christopher Garfit at:

D. BRYAN ANDREWS ASSOCIATES Executive Search and Management Selection, St. Martin's House, 29 Ludgate Hill, London EC4M 7BQ.

Marketing Co-ordinator

The Guide Dogs for the Blind Association

Age 30+

c.£15,000+car

Reporting to the Director of Operations, in Windsor, this is a new appointment to co-ordinate efficient and effective marketing for the Association. This is a professional and national challenge.

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Contact Peter Morris on 01-405 0442 or write to him at Michael Page Partnership, 31 Southampton Row, London WC1B 5HY. Out of office hours contact 01-373 0229.



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Pléon wies A french including CV, with full details of experience and salary requirements, quoting ref: 1579 to CECIAD 135, av. de Wagram - 75177 PARIS